



# HEALTH AND SAFETY POLICY

## Ysgol yr Esgob

### PART 1

#### STATEMENT OF INTENT

##### 1.0 INTRODUCTION

The Governing Body of Ysgol yr Esgob will strive to achieve the highest standards of health, safety and welfare consistent with their responsibilities under the Health and Safety at Work etc. Act 1974 and other statutory and common law duties.

The Statement below sets out how these duties will be conducted and includes a description of the school's organisation and arrangements for dealing with different areas of risk. Details of how these areas of risk will be addressed are given in the arrangements section.

This policy will be brought to the attention of all staff. A copy will be issued to all members of staff for their reference via email. A further reference copy is kept in the staffroom. All staff will be asked to sign this to say that they have read it.

A review of this policy statement and accompanying organisation and arrangements will be conducted on an annual basis led by the Headteacher. Any changes necessary before the annual review will be notified to staff in writing.

##### 1.1 General Statement and Commitment

The Governing Body recognises its responsibility to promote a culture where health and safety issues are discussed in an open and positive way to achieve improved standards and safe methods of work. It will take all reasonably practicable steps to ensure the health and safety of all persons including staff, pupils, contractors and any other person who may be affected by the school undertaking.

In particular the Governing Body are committed to:

- a) Preventing accidents and work related ill health.
- b) Complying with statutory requirements as a minimum.
- c) Assessing and controlling risks from curriculum and non-curriculum work activities.
- d) Ensuring that the handling, storage or transportation of articles and substances will be safe and without risk to health.

- e) Ensuring safe working methods are implemented and to providing safe working equipment.
- f) Providing a safe and healthy working and learning environment and ensuring that the site is maintained in a safe condition and without risks to health.
- g) Ensuring access to and egress from the site to all places of work on site are maintained in a condition that is safe and without risks to health.
- h) Providing effective information, instruction, training and supervision as necessary to ensure the health and safety of employees and those who are affected by the work of the school.
- i) Consulting with employees and their representatives on health and safety matters.
- j) Monitoring and reviewing our systems and prevention measures to ensure they are and remain effective.
- k) Ensuring adequate welfare facilities exist throughout the school.
- l) Ensuring adequate resources are made available for health and safety so far as is reasonably practicable.

## **1.2 Health and Safety Management**

The School will develop and implement an effective Health and Safety Management System to ensure the above commitments can be met and in accordance with the Authorities Corporate and Local Authority policies and procedures.

The Governing Body recognises that central to an effective management system is the identification, assessment and adequate control of risks. The school will implement a suitable system to identify and assess the risks from hazards associated with all its work activities with the aim of controlling the risks, so far as is reasonably practicable.

The School will set realistic short and long term objectives, decide priorities and establish adequate performance standards. It will also monitor and review such standards to ensure that they are being met and maintained.

No Health and Safety policy is likely to be effective unless it actively involves the employees themselves. The School recognises the contribution which employees and pupils are able to make towards health and safety in their workplace and will operate and consult with employees and pupils as necessary.

The School will actively encourage and support consultation with Trade Unions and other appointed Safety representatives to enable them to fulfil their statutory functions and will co-operate in the setting up of a Safety Committee or committees as required.

Where the School shares premises with another department or employer, whether permanently or temporarily, arrangements and procedures shall be adopted to ensure that all concerned are able to comply with their statutory health and safety duties.

The School will ensure that arrangements are made to co-ordinate the activities of its own employees and those of outside agencies working on the premises, such as contractors, cleaning staff, maintenance personnel.

In accordance with the Health and Safety at Work etc. Act 1974, and Management of Health and Safety at Work Regulations, any member of staff noticing a failure to comply with this policy, or any other advice or guidance issued by the Local Authority (LA) or Headteacher in pursuance of the policy, has a duty to immediately report the circumstances to the Headteacher. The Headteacher is responsible for initiating appropriate remedial action. If it is not possible for the Headteacher to resolve the matter, he/ she will report the facts to the Governing Body and the LA as appropriate.

Suggestions from any member of staff for improving standards of safety are welcomed by the Headteacher.

The persons with specific responsibilities for Health and Safety are identified in Part 2 of this policy, and the arrangements implemented to meet the above requirements are detailed in Part 3.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Chair of Governors

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Headteacher

## PART TWO

### ORGANISATION AND RESPONSIBILITIES

#### 2.0 INTRODUCTION

As the employer the LA has overall responsibility for Health and Safety in community and voluntary controlled schools [in academy, foundation and voluntary aided schools, the Governing Body is the employer].

Nevertheless, regardless of whether Governing Body is the Employer or not, they have particular health and safety responsibilities as Occupier and Body in Control of Premises.

At Ysgol yr Esgob duties and responsibilities have been assigned to staff and governors as detailed below.

#### 2.1 THE GOVERNING BODY

In particular the Governors are responsible for ensuring that a health and safety management system is in place within the school and is effective. As a minimum these systems should adhere to the LA's health and safety policy, standards and procedures.

The Health and Safety Governor [insert name] has been appointed to receive relevant information, to monitor the implementation of health and safety policies and procedures within the school, and to give feedback on health and safety findings to the Governing Body.

The Governing Body will receive regular reports from the Headteacher or other nominated senior member of staff in order to enable them to provide and prioritise resources for health and safety.

The Governing Body will also ensure that:

- a) A clear written policy statement is created which promotes the correct attitude towards safety in staff and pupils and demonstrates a commitment by the Governing Body to 'lead from the top' in all health and safety matters.
- b) Responsibilities for health, safety and welfare are allocated to specific people and that those persons are informed of those responsibilities.
- c) Persons allocated responsibilities have sufficient experience, knowledge and training to perform the tasks required of them competently.
- d) Clear procedures are created to assess the risk from hazards and produce safe systems of work.
- e) Sufficient funds and resources are set aside with which to operate safe systems of work.
- f) Health and safety performance is measured both actively and reactively (audits, inspections, accident and incident analysis).

- g) The school's health and safety policy and performance is reviewed at least annually.
- h) Lead by example in demonstrating the Governing Body's commitment to achieving a high standard of health and safety performance, and encouraging the on-going development of a positive attitude to health and safety amongst staff and pupils.
- i) The school co-operates fully with any health & safety audits carried out by the Local Authority in order to facilitate their effective completion and a meaningful outcome.

## 2.2 THE HEADTEACHER

At operational level the Headteacher, or in their absence their nominated deputy, is accountable to the governors and is responsible, on a day-to-day basis, for implementing this school health and safety policy and for all matters relating to health, safety and welfare within the school on their behalf. In particular this will include ensuring that:

- a) **Organisation** - there is an appropriate organisation within the establishment for implementing this policy;
- b) **Health and Safety Policy** - the health and safety policy is brought to the attention of all staff, a copy should be given to all staff and one displayed in the staff room;
- c) **Responsibilities** - individual employees, and supply staff are aware of their responsibilities for health and safety;
- d) **Consultation** - promote through consultation and other means, the active involvement of staff and pupils in the development, promotion, implementation and monitoring of measures provided for health and safety;
- e) **Information** – copies of relevant codes of practice, risk assessments, procedures and safe working methods are kept in the administrative office of the school and the staff room. Key staff are made aware of how to access the electronic Health & Safety Library (containing policies, procedures and guidance) via the FCC Education and Youth Services' dedicated website (Hwb).
- f) **Health & Safety Law Poster** – A copy of the poster is displayed prominently within the school and all required information filled in.
- g) **Implementation** - the provisions set out in the Corporate Health & Safety Standards and other policies, procedures and Codes of Practice are implemented;
- h) **Communication** - other health and safety information is communicated effectively to relevant staff;
- i) **Risk assessment** - adequate assessment of all the risks from hazards in educational activities is carried out and significant findings are recorded, with appropriate preventive measures in place to ensure safe practice;
- j) **Visitors** - the health and safety of any visitors to schools, and volunteers involved in any school activity is assessed and adequate precautions applied;

- k) **New or pregnant mothers** - that adequate assessment is carried out of any risks to new or pregnant mothers, with changes to work practices arranged or special precautions ensured;
- l) **Security** - that the security of premises, staff and pupils are protected;
- m) **Planning** - risks to health and safety are taken into account and assessed/ re-assessed when any change to policy, buildings, methods or equipment are being considered or planned;
- n) **Manual Handling** - manual handling operations are avoided whenever possible, or where they cannot be avoided, the risks are reduced to the lowest possible level through the process of risk assessment and the implementation of controls such as planning of tasks, use of moving and handling aids, instruction, training and documented safe working methods and limitations;
- o) **Display Screen Equipment** - VDU workstations for “users” are assessed and the risks reduced to the lowest reasonably practicable level;
- p) **COSHH** - exposure to hazardous substances is risk assessed and controlled to prevent ill health and the relevant hazard control data sheets are available and adhered to for all hazardous substances within the school;
- q) **PPE** - personal protective equipment is provided free of charge where identified in the risk assessment process, and that staff or pupils using it are aware of how and why it is to be used;
- r) **Maintenance** - that all electrical installations, portable electrical equipment, machinery, equipment and plant is maintained in a safe condition, and that inspections are arranged as appropriate and records kept;
- s) **Educational visits** - that educational visits are adequately planned, organised and the risks assessed in accordance with the Local Authority’s Code of Practice, and that performance monitoring of educational visits and staff competency is carried out;
- t) **Incident reporting** - incidents and hazards are reported, investigated and recorded promptly using the established procedures and forms outlined in the Corporate Health & Safety Standard and that all persons under their control are aware of the reporting procedure; and that appropriate remedial action is taken;
- u) **Hazard removal** - in the event of any hazard or risk to health and safety of any person under their control, appropriate action is taken to remove the hazard. Where action is of a temporary nature, consultation will take place as appropriate to enable further positive steps to be taken;
- v) **Training, instruction & supervision** - training needs are identified and met, and that employees are kept informed, instructed and supervised, and are fully aware of the hazards involved in their work;

- w) **Induction** - new employees receive appropriate health and safety information, instructions and training, including details of the Health and Safety Policy, Codes of Practice, fire and other safety procedures;
- x) **Volunteers** - all volunteers and similar agents receive adequate supervision, instruction and training to ensure safe conduct of any activities in which they are engaged;
- y) **Fire precautions and Emergency procedures** - fire precautions and procedures are implemented (including fire drills) and all staff, pupils and visitors are made aware of these. All staff receive in-house fire instruction annually and staff designated as Fire Wardens receive specific training from an external provider. Procedures for a variety of emergencies are developed and implemented and the schools Emergency Plan detailing these is completed and a copy circulated to all staff;
- z) **First aid** - staff, pupils and visitors are aware of first aid facilities;
- aa) **Repair & maintenance** - arrangements are made to deal with premises and management issues e.g. repair and maintenance of buildings, selection of and proper management of contractors in accordance with Local Authority guidelines and statutory requirements, ensuring joint risk assessments are carried out and significant findings recorded, with monitoring to ensure safe systems of work are followed;
- bb) **Asbestos** – asbestos on site is properly managed, the location of the asbestos register is displayed in the general office and the staff room and made available to contractors before commencement of work. The visual inspection of all identified asbestos locations forms part of the schools health & safety inspection regime, so that damaged or disturbed asbestos materials can be identified promptly and necessary remedial action taken;
- cc) **Legionella** – all precautions following a water hygiene risk assessment are implemented, managed and monitored and a written scheme is produced and maintained for preventing and controlling the water hygiene risks on site.
- dd) **Record keeping** - all statutory registers and records are kept;
- ee) **Hirings & Lettings** - appropriate arrangements are made with regard to hirings and lettings, including risk assessment, first aid, child protection & safeguarding, provider credentials and insurance;
- ff) **Performance monitoring** - health and safety performance is monitored, and arrangements reviewed, including regular inspection of the school, completion of the annual internal monitoring checklist, routine equipment maintenance checks, that safety devices are fitted and maintained, that safety rules are observed and followed and personal protective equipment worn, investigation of incidents, causes of ill health and complaints, and reviewing incidents statistics to identify causes of accidents;
- gg) **Audit & review** - if during any internal or Local Authority audit or performance monitoring, variations from this policy are observed, immediate and effective steps are taken to rectify the situation;

- hh) **Safety Representatives** - Safety Representatives can carry out their functions including inspections and incident investigations and, where appropriate, that consultations take place with them;
- ii) **Advice** - specialist advice is sought on health and safety matters when necessary;
- jj) **Review** - the policy, risk assessments, procedures and systems of work in place are reviewed at least annually, that changes are made as appropriate and staff, pupils and visitors are informed of any such changes as necessary;
- kk) **Compliance** - appropriate action is taken under the disciplinary procedures against anyone under their control found not complying with this statement or safe working practices;

**For schools with radiation sources:**

- ll) that a Radiation Protection Supervisor is appointed (in writing);

**N.B. The above responsibilities can be delegated but this does not absolve the Headteacher of overall responsibility. It must be clear within the policy who these responsibilities have been delegated to by giving the individual's name.**

### **2.3 SCHOOL HEALTH AND SAFETY CO-ORDINATOR**

School Health and Safety Co-ordinators will require to be trained in health and safety management in order to ensure a basic competence. The minimum level of competence should be the IOSH (Institution of Occupation, Safety and Health) 3-day "Managing Safely" course or preferably the 2-day IOSH "Managing Safely in Education course. Information on this and other health and safety training courses (e.g. First aid, manual handling, risk assessment, etc.) can be obtained by contacting the Learning and Development Team on 01352 702431 (Learning.&.Development@flintshire.gov.uk).

To ensure effective implementation of this policy, Sue Clisham (Headteacher).has been appointed as The School's Health and Safety Co-ordinator. The Health and Safety Co-ordinator has been delegated specific responsibilities to:

- a) Co-ordinate and manage (i) the annual health and safety management system audit process and (ii) the annual (or earlier if required) risk assessment process for the school;
- b) Ensure the termly general workplace safety inspections are carried out and reports collated for consideration by the Headteacher and Governing Body;



- c) Monitor the timely provision for the inspection and maintenance of work equipment throughout the school;
- d) Ensure adequate records of the above are kept on the school premises and findings are reported to the Headteacher and Governing Body;
- e) Advise staff on any situations or activities which are potentially hazardous to the health and safety of staff, pupils and visitors;
- f) Maintain a record of any reported hazardous conditions or situations as above;
- g) Maintain continuing observations throughout the establishment and make relevant comment to the Headteacher, the head of a department or a member of staff, as appropriate, if any unsatisfactory situation is observed or reported to them;
- h) Monitor that staff are adequately instructed in safety and welfare matters in connection with their specific work place and the school generally;
- i) Act as a point of contact between the school and the LA;
- j) Keep accident and incident statistics and provide an analysis to the Headteacher and Governing body/ School Health and Safety Committee;
- k) Provide an annual Health and Safety report to the Headteacher for submission to the Governing Body;
- l) Ensure that Section 3 of the Health and Safety policy is suitably detailed to reflect the school arrangements under each relevant heading, and is periodically brought to the attention of the School Safety Committee.
- m) Carry out any other functions devolved to him/her by the Governing Body.

#### **2.4 TEACHING / NON-TEACHING STAFF HOLDING POSTS/ POSITIONS OF SPECIAL RESPONSIBILITY**

These staff include Deputy Headteachers, Curriculum Co-ordinators, Heads of Year, Heads of Departments, Clerical Managers, Bursar/ Business Manager and other Supervisory staff.

They will:

- a) Have a general responsibility for the application of the school's Health and Safety Policy to their own department or area of work and are directly responsible to the Headteacher for the application of the health and safety procedures and arrangements;
- b) Establish and maintain safe working procedures including arrangements for ensuring, so far as is reasonably practicable, the absence of risks to health and safety in connection with the use, handling, storage and transport of articles and substances, (e.g. chemicals, boiling water, sharp tools);

- c) Resolve health, safety and welfare problems members of staff may refer to them or refer to the Headteacher/ Senior Manager and/ or School Health and Safety Co-ordinator (as appropriate) any problems for which they cannot achieve a satisfactory solution within the resources available to them;
- d) Carry out regular health and safety risk assessments of the activities for which they are responsible and, submit reports to the Headteacher/ Senior Manager and/ or the School Health and Safety Co-ordinator;
- e) Carry out regular inspections of their areas of responsibility to ensure that equipment, furniture and activities are safe and record these inspections where required;
- f) Ensure that all staff under their control are familiar with the health and safety Code of Practice, if issued, for their area of work;
- g) Ensure so far as is reasonably practicable the provision of sufficient information, instruction, training and supervision to enable other employees and pupils to avoid hazards and contribute positively to their own health and safety;
- h) Where appropriate, ensure relevant advice and guidance on health and safety matters is sought in a timely manner, and bring to the attention of all staff under their control, any specific codes of best practice to be followed within their areas of work;
- i) Promptly investigate any accidents that occur within their sphere of responsibility;
- j) Prepare an annual report for the Headteacher on the health and safety performance of his/her department or area of responsibility.

## **2.5 TEACHERS (INCLUDING SUPPLY TEACHERS AND STUDENTS ON TRAINING PLACEMENTS)**

Class teachers are responsible for the health and safety of pupils and students while in their care, as are student teachers and supply teachers. They are expected to:

- a) Exercise effective supervision of the pupils and know the emergency procedures in respect of fire, first aid and other emergencies, and to carry them out;
- b) Not leave a class unsupervised under any circumstances. If a teacher needs to leave the class, cover must be arranged;
- c) Follow the particular health and safety measures to be adopted of their own teaching areas as laid down in the relevant code of practice, where issued, and ensure that they are applied;
- d) Give clear oral and written instructions and warnings to pupils as often as necessary (notices, posters and handouts are not enough);
- e) Follow safe-working procedures personally;
- f) Ensure pupils' coats, bags, etc. are safely stowed away;
- g) Manage the storage of equipment of equipment and materials to ensure good housekeeping and prevention of slip/ trip hazards;
- h) Ensure the use of protective clothing and equipment, guards, etc. where necessary;

- i) Monitor implementation of health and safety measures in accordance with risk assessments, controls, codes of practice, including the condition of subject specific equipment, substances and materials within their own teaching areas;
- j) Make recommendations to the Headteacher or Head of Department/ Head of Faculty on health and safety equipment and on additions or necessary improvements to plants, tool, equipment or machinery.
- k) Integrate all relevant aspects of safety (risk assessments and controls) into the teaching process and, if necessary, give special lessons on health and safety.
- l) Avoid introducing personal items of equipment (electrical or mechanical) into the school without prior authorisation
- m) Report all accidents, defects and dangerous occurrences to their Headteacher or Head of Department/ Head of Faculty promptly.

## **2.6 CURRICULUM CO-ORDINATORS**

With their special knowledge of the area of work for which they are responsible, co-ordinators have a key role to play in the running of those activities safely. Co-ordinators are responsible, so far as is reasonably practicable, for implementing the safety policy within their subject area. In particular, co-ordinators will be responsible for ensuring that:

- a) Codes of practice appropriate to the subject area are brought to the attention of all staff in the department;
- b) Relevant health and safety information is communicated to staff;
- c) All incidents occurring within the subject are reported, the causes investigated and an incident form completed;
- d) Health and safety training needs within the subject are identified and met, or reported to the Headteacher;
- e) Staff are aware of first aid, fire and emergency procedures;
- f) New employees receive appropriate health and safety training, including Subject Safety Procedures;
- g) Assessments for all risks to health and safety are carried out and significant findings recorded, including COSHH, Manual handling etc., with appropriate preventive measures being taken;
- h) Regular inspections of areas for which they are responsible are carried out;
- i) All equipment is safe for use and, where appropriate, seek specialist advice that this is so;
- j) As far as possible, any health and safety issues brought to their attention in respect of work and/or areas of premises for which they responsible are resolved;
- k) Effective supervision of pupils takes place, and that pupils are aware of general emergency procedures in respect of fire and first aid and any special safety measures in relation to the teaching areas.

## **2.7 MID-DAY SUPERVISORS**

Mid-day supervisors are responsible for ensuring that:

- a) Pupils are safe and without risks to health during the mid-day period inside and outside the school building by effective supervision, and by challenging inappropriate behaviour;
- b) Spillages are cleaned up immediately;
- c) Arrangements for fire and first aid are followed;
- d) Play structures e.g. trim trails, climbing frames, monkey bars etc. are directly supervised to ensure that children use them as designed, fairly and sensibly to reduce the possibility of accidents.

## **2.8 PREMISES MANAGER**

The premises manager will have particular responsibility to ensure that:

- a) They are familiar with and comply with the health and safety policy, relevant risk assessments and codes of practice;
- b) Access equipment (e.g. ladders, step ladders, footstools etc.) is formally inspected at least every 12 months and a record kept, in addition they should be checked prior to use to ensure safety;
- c) Access equipment is used in accordance with HSE and Council guidelines;
- d) Any monitoring required to control legionnaires disease is carried out and appropriate records kept;
- e) Asbestos is managed on the site and that the condition of asbestos is checked regularly and records kept;
- f) Contractors, service engineers etc. are made aware of the asbestos survey and any records relating to asbestos and that they have signed the "Contractor pre-start Declaration" form;
- g) A 'Demolition' or 'Refurbishment' survey is carried out if asbestos needs to be removed before work can commence;
- h) He/ she receives a copy of the health and safety policy of the contractor;
- i) Regular inspections of the boiler(s) by a competent person (e.g. Gas Safe Registered) takes place;
- j) They are trained in the operation of the boilers and are familiar with any action needed to be taken in an emergency;
- k) Regular inspections of the boiler house are undertaken and that the sump pump (if present) is operating effectively and that the boiler room is not used to store any items;
- l) COSHH assessments are kept up to date, and data sheets are obtained for any new hazardous substances and an assessment made. Also, that any such information be made

available to relevant personnel (e.g. contractors, service engineers, cleaners and own staff);

- m) All cleaning staff are aware of any implications of the health and safety policy as it affects their work activities e.g. storage arrangements for materials, equipment, substances etc.;
- n) Traffic is managed safely;

## **2.9 CARETAKER**

The caretaker is responsible for ensuring that he/ she implements safe working practice in respect of their activities on and around and complies with LA policies, procedures and guidance as appropriate.

The caretaker will have particular responsibility to ensure that:

- a) They are familiar with and comply with the health and safety policy, relevant risk assessments and codes of practice;
- b) Access equipment (e.g. ladders, step ladders, footstools etc.) is formally inspected at least every 12 months and a record kept, in addition they should be checked prior to use to ensure safety;
- c) Access equipment is used in accordance with HSE and Council guidelines;
- d) They are trained in the operation of the boilers and are familiar with any action needed to be taken in an emergency;
- e) Regular inspections of the boiler house are undertaken and that the sump pump (if present) is operating effectively and that the boiler room is not used to store any items;
- f) COSHH assessments are kept up to date, and data sheets are obtained for any new hazardous substances and an assessment made.
- g) Hazards notified to them are passed onto the Head teacher and/or Administration Officer;
- h) Defects to the premises are dealt with in consultation with the Headteacher, and that interim measures are taken to make an area safe where the defect cannot be dealt with immediately.
- i) Any items received from suppliers e.g. machinery, equipment, substances are accompanied by adequate information, safety data and instruction prior to use;
- j) Testing of fire bells, fire doors, emergency lighting, intruder alarms etc. is carried out at appropriate intervals (both in-house and under contract) with records kept;
- k) All fire alarm call points are numbered and at least one call point is tested every week (with a record kept identifying the number tested and date etc.) to ensure the fire alarm is functioning correctly.
- l) All door closers are checked, with records kept, to ensure that they are working properly once per term and that arrangements are made to rectify any defects immediately;

## **2.10 SCHOOL HEALTH AND SAFETY REPRESENTATIVES**

The Governing Body and Headteacher recognise the role of Health and Safety Representatives appointed by a recognised trade union. Health and Safety Representatives will be allowed to investigate accidents and potential hazards, pursue employee / member complaints and carry

out school inspections within directed time, but wherever practicable outside teaching time. They are also entitled to certain information, for example, about member accidents, and to paid time off to train for and carry out their health and safety functions. However, they are not part of the management structure and are not carrying out the duties on behalf of the Headteacher or Governing Body.

### **2.11 NEW AND EXPECTANT MOTHERS**

New and expectant mothers must inform the Headteacher as soon as possible when they are aware of the pregnancy so that they can be advised of any special precautions or changes to working practices. Without being aware of your condition, the school cannot properly support you.

### **2.12 ALL EMPLOYEES**

In addition to any specific responsibilities which may be delegated to them, all employees have responsibilities to:

- a) Take reasonable care of their own health, safety and welfare and that of other persons affected by their acts or omissions;
- b) Co-operate with the Local Authority and the school, so far as is reasonably practicable, to enable it to meet its responsibilities for health, safety and welfare;
- c) Co-operate with school management in complying with relevant health and safety law;
- d) Be aware of, and follow, this policy, codes of practice and guidelines;
- e) Act in accordance with any specific health and safety training received;
- f) Make sure they are aware of the hazards associated with their work and familiarise themselves with emergency procedures, first aid provision and accident/incident reporting;
- g) Use work equipment provided correctly and carry out any activities in accordance with instructions and training;
- h) Take reasonable care of all safety equipment and clothing given to them, report any defects, and always wear personal protective equipment when undertaking those jobs for which it is required, and use all safety devices provided;
- i) Use, and not wilfully misuse, neither neglect nor interfere with things provided for their own safety and the safety of others;
- j) Ensure good housekeeping and prevention of trip hazards;
- k) Ensure that occasional one off manual handling operations are assessed before attempting them;
- l) Report all accidents, incidents, damage, hazard and defects to the Headteacher/person responsible;
- m) Inform their line manager of any work situations which represent a serious and immediate danger to health, safety and welfare, and take immediate measures to protect persons

from such risk;Co-operate with the employer and other employees in promoting improved safety measures in the school;

- n) Co-operate with the Union appointed Safety Representatives, enforcement officers, and advisers on behalf of the Local Authority.

Failure to exercise reasonable care for the safety of oneself, fellow employees or members of the public; to co-operate with the Department/ Faculty on health and safety matters; or the misuse of safety equipment provided may justify disciplinary action being taken against the employee concerned.

### **2.13 VISITORS AND OTHER USERS OF THE PREMISES**

All visitors must report to Reception where a signing-in system is in operation. Regular visitors and other users of the premises, for example, contractors and delivery persons, are required to observe the safety rules of the School. Contractors working in the school premises will be made aware of the health and safety arrangements applicable to them by the Premises Manager. Visitors should wear a suitable visitors badge when on the premises.

The Headteacher must be informed immediately if there is a problem with the presence of an individual/ group/ unauthorised vehicle on the school premises. If it is felt necessary, police assistance will be sought.

The school will co-operate with the appropriate LA officer(s) to eliminate the unauthorised use of the school grounds by animal owners.

The Governors and the LA will jointly ensure that the use of any shared sports facilities are adequately managed, supervised and maintained to provide a safe provision for school and community use

## PART THREE ARRANGEMENTS

### Contents

#### **SECTION 1 – HEALTH AND SAFETY MANAGEMENT**

- 1.1 School Health and Safety Policy
- 1.2 Risk Assessment
- 1.3 Communication and Consultation with Employees and Others
- 1.4 Training and Development
- 1.5 Health and Safety Monitoring
- 1.6 Health and Safety Policy Review

#### **SECTION 2 – BUILDINGS AND SITE SAFETY**

- 2.1 Building and Maintenance Works / Control of Contractors
- 2.2 Caretaking and Cleaning
- 2.3 Control of Asbestos
- 2.4 Control of Legionella
- 2.5 Electrical Safety
- 2.6 Gas Safety
- 2.7 Glazing
- 2.8 Grounds Maintenance
- 2.9 Pond Safety
- 2.10 Premises Security
- 2.11 Reporting Defects
- 2.12 Snow and Ice Gritting
- 2.13 Traffic Management
- 2.14 Tree Surveying and Management
- 2.15 Working at Height

#### **SECTION 3 – CURRICULUM SAFETY**

- 3.1 Art and Textiles
- 3.2 Design and Technology
- 3.3 Drama
- 3.4 Food Technology
- 3.5 ICT
- 3.6 Music
- 3.7 Offsite Visits
- 3.8 Physical Education
- 3.9 Radioactive Sources
- 3.10 Science
- 3.11 Swimming
- 3.12 Work Experience



## **SECTION 4 – WELFARE AND EMERGENCY ARRANGEMENTS**

- 4.1 Accident Reporting and Investigation
- 4.2 Dealing with Emergencies / School Site Arrangements
- 4.3 Fire Safety
- 4.4 First Aid
- 4.5 Welfare Arrangements

## **SECTION 5 – GENERAL HEALTH AND SAFETY ISSUES**

- 5.1 Control of Substances Hazardous to Health (COSHH)
- 5.2 Display Screen Equipment (DSE)
- 5.3 General Housekeeping
- 5.4 Hire of Premises
- 5.5 Inspection and Testing of Plant and Equipment
- 5.6 Kitchen Safety / Hygiene
- 5.7 Library Safety
- 5.8 Lone and Peripatetic Workers
- 5.9 Managing Violence and Aggression
- 5.10 Manual Handling
- 5.11 Minibuses
- 5.12 New and Expectant Mothers
- 5.13 Organising Major Events
- 5.14 Personal Protective Equipment (PPE)
- 5.15 Procurement
- 5.16 Young Persons

## **SECTION 6 – HEALTH**

- 6.1 Administration of Medicines
- 6.2 Alcohol
- 6.3 Drugs
- 6.4 Infection Prevention Control
- 6.5 Mental Wellbeing
- 6.6 Smoking

## PART THREE

### ARRANGEMENTS

The Governing Body of Ysgol yr Esgob recognise their legal obligations in respect of protecting the health and safety and welfare of employees, pupils and others who may use or visit the school. The following arrangements must be observed by all staff in the school.

In addition and in accordance with LA expectations, all staff must refer to and utilise as appropriate the schools' health and safety resource database <https://hwb.gov.wales/> and any other school acknowledged professional resources brought to their attention.

### SECTION ONE – HEALTH AND SAFETY MANAGEMENT

#### 1.1 SCHOOL HEALTH AND SAFETY POLICY

The school acknowledges the requirements of the Local Authority Health and Safety Policy and associated Corporate and LA standards and guidance. School health and safety resources for managing health and safety can be found on the LA schools health and safety information database (<https://hwb.gov.wales/>).

School staff that require access to the Health and Safety resources on Hwb need to request to join the Flintshire Education Department network. (go to initial Hwb page and scroll down to the network icon. Search networks for Flintshire Education Department. Request to join. Once a request has been placed and accepted via the Hwb central management, access to the link can be found under notes/resources. This should take you to the old home page for the "Flintshire Infonet."

Go to Council Services, then Health and Safety.

#### 1.1.2 Subject Area Health and Safety Policies

Curriculum specific health and safety policies have been developed for the Faculties of Design and Technology, Science, Forest Schools and PE. Copies are kept [within the faculty in the health and safety resource file]/ [individual copy is provided to each member of staff within the faculty]. These supplementary health and safety policies have been endorsed by [Governing body] [Headteacher] and will be reviewed annually.

#### 1.2 RISK ASSESSMENT

##### a) General School Risk Assessments

In recognition of our duties under the Management of Health and Safety at Work Regulations the school conducts and documents risk assessments for all activities presenting a significant risk to staff, children, parents and visitors to the school site. These are co-ordinated by the Headteacher following the guidance contained in Flintshire County Council's [Corporate Health and Safety Standard - Risk Assessment](#). Model Risk Assessments have been uploaded onto the LA schools' resource database (Hwb) under 'health and safety'. These are used as a starting point and each risk assessment is tailored to the school needs. The risk assessments are approved by the Headteacher and relevant competent persons.

A list of Risk assessments (risk inventory) and copies of risk assessments are available for all

staff to view and are held centrally on Staff Common. A copy of the current school risk assessment inventory is appended to this policy.

Risk assessments will be reviewed on an annual basis or when the work activity changes, whichever is soonest. Staff will be made aware of any changes to risk assessments relating to their work during the annual review by the Headteacher.

### **b) Personal Risk Assessments**

Specific risk assessments relating to individual members of staff or pupils are held on the individual's personal file. Where a personal risk assessment is required it will be undertaken by the head teacher taking account of any medical information provided. Such risk assessments will be reviewed on a regular basis.

It is the responsibility of all staff to inform their line manager of any medical conditions (including pregnancy) which may impact on their work.

Forms for carrying out a personal risk assessment for a pupil, or for assessing and documenting a Personal Emergency Evacuation Plan (PEEP) can be found on the LA's health and safety resource database <https://hwb.gov.wales/>.

### **c) Curriculum Activities**

Risk assessments for curriculum activities will be carried out by class teachers and/or the headteacher taking account of codes of practice and model risk assessments as they apply.

All LA schools have a subscription to CLEAPSS and in science and DT their publications<sup>1</sup> can be used as sources of model risk assessment.

In addition, the following publications are endorsed by both the LA and the school and are to be used and adhered to as appropriate:

- BS4163:2014 Health and Safety for Design and Technology in Schools and Similar Establishments – Code of Practice
- Safe Practice in Physical Education and School Sport, Association of PE AfPE <http://www.afpe.org.uk>

All model risk assessments, as they apply, must be reviewed and amended to suit local circumstances, and incorporated into lesson plans, schemes of work as recommended in supplementary guidance provided by CLEAPSS, and must be kept readily available within departments for ease of reference and inspection.

### **1.3 COMMUNICATION AND CONSULTATION WITH EMPLOYEES AND OTHERS**

The Finance and Staffing Committee meet half termly and within its agenda there is the opportunity to discuss health and safety issues/concerns. Action points from meetings are brought forward for review by school management. Also, Health and Safety is a standing item in the Head Teacher's report to Governors.

Any changes to health & safety arrangements shall be briefed to all applicable staff during regular staff meetings, or via an ad-hoc meeting if deemed necessary.

Health & safety is a standing item on all staff meeting agendas.

The statutory health & safety poster has been completed and is on display in the kitchen.

Employees are encouraged to provide feedback on health & safety issues. Feedback received shall be considered by the Headteacher and acted upon if deemed appropriate.

### **1.4 TRAINING AND DEVELOPMENT**

Health and safety induction training will be provided and documented for all new employees, including work experience students, by the Headteacher. The Headteacher is responsible for ensuring that all staff are provided with adequate information, instruction and training and identifying the health and safety training needs of staff.

All employees will be provided with:

- Induction training in the requirements of this policy;
- Update training in response to any significant change;
- Training in specific skills needed for certain activities, (e.g. use of hazardous substances, work at height etc.)
- Refresher training where required.

Training records are held by the school office who are responsible for coordinating health and safety training needs and for including details in the training and development plan. This includes a system for ensuring that refresher training (for example in first aid) is undertaken within the prescribed time limits. The Headteacher will be responsible for assessing the effectiveness of training received.

Each member of staff is also responsible for drawing the Headteacher's / line manager's attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence.

The Learning Development Team / Corporate Health and Safety can advise schools on the various training courses / sessions available.

### **1.5 HEALTH AND SAFETY MONITORING**

#### **a) Auditing**

The Headteacher will undertake an annual full audit of the school's Health and Safety Management System in accordance with the LA's Health and Safety Audit procedures. Copies of completed Audit checklists and findings are kept in the Health and Safety folder in the school

office for reference.

A written action plan with risk rated timescales will be prepared by Headteacher to progress any identified remedial actions resulting from the Audit. The action plan will be monitored at staff meetings and at meetings of the Governing Body. A record of progress will be formally maintained on the action plan until actions are completed / closed off.

In addition to the annual school audit, specific Subject health and safety audits will be completed on an annual basis by class teachers/co-ordinators utilising the CLEAPSS audit resources for Science and for Design and Technology. Records of audits and findings will be provided to the Headteacher by October each year along with an action plan to address any shortfalls identified.

Copies of all audits records will be held in the Health and Safety file in the front office

The Governing Body will be provided with reports on school audits after the annual meeting with the Health and Safety Governor. The LA undertakes audit sampling on an on-going basis. When an external audit is undertaken, all staff will fully co-operate.

#### **b) Statutory Safety Inspections**

The school keeps an inventory of all statutory inspections undertaken by external contractors. This inventory provides up-to-date information on what inspections are undertaken, by whom and at what frequencies. A copy of the inventory is kept [where] along with records of all inspection findings / reports.

A list of Statutory Inspections undertaken is as follows:

Boiler Service

Fire Alarm Service

Intruder Alarm Service

Emergency Light inspection

Water Temperature checks

Water tank inspections

Legionella inspections

Fire Risk Assessments

Fire Extinguisher tests

Asbestos Survey

PAT testing (school have signed up for this to be organized by the LA)

Glazing Survey

The fixed electrical installation is tested by maintenance contractors every 5 years as required by the Electricity at Work Regulations

Tree Survey

#### **c) Area Safety Inspections**

A general inspection of the site will be conducted termly and be carried out by the headteacher and caretaker. The Health and Safety Governor will join them annually.

In addition, annual inspections will be carried out by classteachers.

In all cases those person(s) carrying out the inspection will complete a written report and

submit this to the Headteacher in September of each year. Responsibility for following up items detailed in the safety inspection report will rest with the Headteacher/office staff.

Copies of Safety Inspection checklists for use are provided on the LA's school health and safety resource database as appropriate to areas to be inspected.

All staff are required to remain vigilant and report any defects identified on a day to day basis to Office Staff to ensure safeguards are put in place as necessary.

#### **1.6 HEALTH AND SAFETY POLICY REVIEW**

The School acknowledges that the Health and Safety Policy is a working document that includes details of policy and procedures relating to health and safety issues.

The School will constantly monitor and update the policy as appropriate and will undertake a formal review on an annual basis seeking endorsement from the Governing Body.

## SECTION TWO: BUILDINGS AND SITE SAFETY

### 2.1 BUILDING AND MAINTENANCE WORKS/ CONTROL OF CONTRACTORS

The Headteacher will be responsible for ensuring that **all** works on site are planned and executed in accordance with the LA document 'Management and Control of Construction and Contractor Works on School and other Educational Premises', and where the works meet the criteria set out for applying for Landlord Approval from the LA, this will be undertaken in good time. A copy of this document is located **in the Health and Safety File**

Where possible the school will use contractors recommended via the FCC Landlord Approval process.

The school has access to advice and support on repairs and maintenance, general improvements/structural matters via FCC building surveyors and property maintenance. [philip.parton@flintshire.gov.uk](mailto:philip.parton@flintshire.gov.uk) [paula.vogt@flintshire.gov.uk](mailto:paula.vogt@flintshire.gov.uk)

Funding responsibility for repairs and maintenance and replacement is outlined in the FCC document 'Property and Capital Delivery Services - Service Level Agreement (SLA) with Flintshire Schools'. A copy is kept **in the Health and Safety File**

There are two distinct types of contractors who will have access to the school site. These will be service contractors who regularly work on the site and building contractors who work on site on an 'as and when' basis.

#### **a) Service Contractors:**

Service contractors have regular access to the site as specified by a contract. Such contractors' visits will vary from an annual visit e.g. to service boilers, check fire extinguishers etc., to those on site daily e.g. cleaning or catering staff. The service contract specifies what work is expected of them and what they can expect from the school. Service contractors will follow their own safe systems of work but their working methods must take into account how they will impact upon staff, students and visitors on site. When service contractor visits occur, the office staff must be contacted when they arrive on site to ensure the nature of the work and potential risks are checked and any local management arrangements necessary can be agreed prior to work commencing.

#### **b) Building Contractors:**

These are contractors who attend site to undertake building works which can vary from simply replacing a broken window to remodelling a room or building a new block. All such works will be subject to pre-planning, risk assessment and subsequent safety management arrangements, however planning run-in times may differ depend on the scale and scope of proposed works/ projects:

##### Small scale building works

This will include day to day maintenance work and all work undertaken on site where a pre site meeting (due to the small scale of the works) has not taken place. Before works can be authorised:

- a) All contractors must report to the office upon arrival and under no circumstances are they to commence work until approval has been given to do so by **the Headteacher**
- b) Before any work commencement approval is given, the Headteacher is to be made aware of what work is to be undertaken, where the work is to be carried out, an indication of the likely timescale for the work, what equipment is to be used, what services are required.
- c) Before any work commencement approval is given, all necessary safeguards must be established and implemented to safeguard others on site who may be affected.
- d) Contractors will wear identification badges at all times whilst on site.
- e) In the event of a problem, contractors must be referred back to **the headteacher** to agree a safe solution.

#### Larger scale building works

This encompasses all work where a pre-site meeting is required. In normal circumstances this will involve work where part of the site is completely handed over to the contractors. Such work usually comes under the requirements of the Construction, Design and Management Regulations and the school must exercise the duties of the 'Client'.

For all large scale works, unless they are being managed directly by the LA, a Landlord Approval application will be submitted to the LA in accordance with the LA's requirements. Works will not proceed until approval has been given in writing by the Chief Officer.

**The Headteacher** will be responsible for monitoring areas where the contractor's work may directly affect staff and pupils, and checking whether the expected controls are in place and working effectively.

#### School managed projects

Where the school undertakes projects direct the Governing Body would be considered the 'Client' and therefore have additional statutory obligations.

These are managed by the Headteacher and School Business Manager who will ensure that landlords consent has been obtained and, where applicable, all statutory approvals, such as planning permission and building regulations have been sought. This would include whether CDM regulations will apply.

#### Planned maintenance and inspection

Regular inspection and testing of school plant, machinery and equipment is carried out in accordance with legislative requirements by suitably competent contractors. The school inventory of all planned maintenance, contractors, and frequency of inspection is kept **in the Health and Safety File, Buildings**



**Class teachers** are responsible for ensuring inspection and maintenance requirements for machinery and equipment within their areas are identified and implemented. This includes regular (and evidenced) inspection of any hand tools.

## 2.2 CARETAKING AND CLEANING

The **Headteacher** is responsible for ensuring that all caretaker and cleaning activities have been suitably risk assessed and that all staff have been trained and instructed on safe methods of work. A model risk assessment register is provided on <https://hwb.gov.wales/> highlighting typical caretaker and cleaner tasks to be risk assessed.

Specialist advice on caretaking and cleaning services and activities can be obtained by contacting Newydd Catering & Cleaning on 01352 704119.

## 2.3 CONTROL OF ASBESTOS

A copy of the asbestos file containing the current asbestos management survey report, survey plans, data, and the school asbestos management plan is located **in the Health and Safety File:Buildings**.

The Headteacher (duty holder) will ensure that all staff are advised on the current status of any asbestos containing materials on the school site, and what preventative measures are in place to prevent exposure to occupants.

The Headteacher (duty holder) will ensure that the asbestos register is made available to all contractors working on the school site where their work is likely to involve any disturbance to the fabric of the building and/or machinery (e.g. repairs, maintenance, improvements, demolition works, drilling into ceilings, floors, walls etc.).

All staff must check the register and request approval from the Headteacher (duty holder) before pinning, drilling, or otherwise potentially damaging walls, ceilings, floors etc. Do not assume there is no asbestos present.

Prior to any works commencing on site, confirmation must be given by the contractor that they have read and understand the asbestos file content and that no asbestos is likely to be disturbed by the works they are to undertake. They must also sign the asbestos register to that effect before being authorised to proceed with their work on site.

**If the register does not establish whether asbestos is present or not, or it is found that asbestos is present in the vicinity of the intended works, then no work will take place until advice has been sought from FCC Property and Design Consultancy.** In some instances a more intrusive type survey may need to be undertaken, and removal of asbestos containing materials before work can commence.

Asbestos awareness training will be undertaken by the Headteacher and the Caretaker and copies of asbestos attendance Certificates will be held in the individual's personnel training file.

Any damage to materials known or suspected to contain ACMs should be reported immediately to **the Headteacher or Office staff** who will contact FCC Property and Design Consultancy. Welsh Local Government guidance document 'Asbestos Management in Schools' can be accessed on the LA schools resource database <https://hwb.gov.wales/> under Health and Safety.

## **2.4 LEGIONELLA**

It is the LA's and school's policy to comply with our duties under the HSWA and COSHH Regulations as it extends to the risks from legionella bacteria, which may arrive from our activities.

As an employer, or a person in control of the premises, we will:

- Identify and assess sources of risk;
- Manage any risks;
- Prevent or control any risks;
- Keep and maintain the correct records; and
- Carry out any other duties that we may have.

The school complies with advice on the potential risks from legionella as identified in the school's legionella water risk assessment and water log records.

A water risk assessment of the school has been completed by HSL and is responsible for ensuring that operational controls are being conducted and recorded in the water log book. The Premises Manager/ HSL Ltd will be responsible for undertaking basic operational controls in lieu of a water risk assessment being conducted by named company.

This will include, with reference to the risk assessment:

- All remedial action identified in reports is undertaken within the timescale identified;
- Identifying and flushing rarely used outlets on a weekly basis and after school holiday periods;
- Conducting necessary water temperature checks (monthly);
- Disinfecting / descaling showers, or other areas where water droplets are formed (quarterly);
- Thermostatic mixing valves(TMV) to form part of the regular test and inspection process and procedure;
- Microbiological testing of the system, in accord with the risk assessment e.g. every six months;
- Annual chlorination of the water system; and
- Legionella risk assessment to be reviewed at least every two years by a competent person.
- All mains drinking water is suitably labelled.

## **2.5 ELECTRICAL SAFETY**

The following arrangements relating to electrical safety are in place:

- The fixed electrical installation is tested by maintenance contractors every 5 years as required by the Electricity at Work Regulations. Following this check a certificate is issued to confirm the electrical installation is safe. Any queries regarding the status of the electrical installation should be referred to **Phill Parton, Flintshire Buildings Services**.
- All portable items of electrical equipment is subject to a formal inspection and testing (portable appliance testing PAT) on an annual basis. These inspections are organized by the LA on behalf of the school.
- **Office staff are** responsible for keeping an up-to-date inventory (register) of all electrical appliances and for ensuring that all equipment is available for testing (this will include all caretaking and cleaning electrical equipment).
- All staff are required to carry out visual inspections of electrical equipment prior to each use to look for any obvious defects and signs of overheating (e.g. to cables, plugs, sockets, casings etc.) and to take out of use immediately any equipment found to be defective.
- Personal items of equipment (electrical or mechanical) should not be brought into the school without prior authorisation from **the Headteacher**, and must be subject to the same tests as school equipment.
- Where technical knowledge is needed for repair of electrical equipment, help and advice must be sought from a professional source.

## 2.6 GAS SAFETY

**[List where emergency shut off valves are fitted, accessible and who is responsible for ensuring staff know how to operate them – rooms and mains]**

Only appropriately Gas Safe Registered contractors will be authorised to inspect, service or otherwise work on any gas installation or gas equipment at the school. The LA organise the boiler services and if there are problems the school contacts Phil Parton.

Gas servicing paperwork is kept in the Health and Safety File: Buildings.

Any member of staff discovering a suspected gas leak should make an informed judgement based on how strong the smell is as to whether they immediately evacuate the building and telephone the Gas Emergency Service on 0800 111 999.

If there is a slight smell of gas, the first action should be to check that all gas appliances are switched off. This may clear the smell of gas. Windows should be opened.

## 2.7 GLAZING

The School Glazing Survey is in the Health and Safety file : Buildings.

In the event of a broken window the procedure to repair & replace is as follows: -

Caretaker secures the broken window (internal windows have had film added to ensure the broken glass is contained).

Glazing contractor called out to replace the window with appropriate H&S Glass – this should be done out of school hours.

Glazing contractor to dispose of broken glass.

### Broken Glass on playing fields

Caretaker to pick up broken glass whilst wearing protective gloves and using a litter picker tool.

Broken glass to be placed on a strong container and disposed of in an external bin which is locked in the bin compound.

## 2.8 GROUNDS MAINTENANCE

Grounds maintenance within the school i.e. maintenance of school grounds, artificial turf pitches (ATP's) and sports fields is carried out by **GroundForce**. All contractor personnel have undergone DBS checks.

Care must be exercised when strimming grassy areas around external timber playground equipment and ideally there should be no strimming around the bases of timber support structures. Grass maintenance in these areas should be carried out using a suitable contact herbicide. Where contact herbicides cannot be used, all vulnerable timber support structures will be appropriately protected/ covered with a protective sheath to avoid strimmer damage around the bases.

## 2.9 POND SAFETY

The pond area is located at the back of school, surrounded by fencing. The pond is covered by metal grating.

The pond is checked regularly by **the caretaker** who will ensure:

- The pond is fenced off with locked gates. The key is kept in the cupboard in reception.
- All edges around the pond are clearly visible;
- The pond is maintained regularly - for example, regular checks for build-up of silt; overhanging branches, removal of fast growing pond weeds in spring, etc.
- Boardwalks and/ or dipping platforms have a raised edge or 'toe board'; (Lixwm)
- Bridges and/ or jetties are protected with guard rails; (Lixwm)

*Useful CLEAPSS Links*

P062 – Model Pond Policy

P060 – Pond Safety in Primary Schools

## 2.10 PREMISES SECURITY

**Ysgol yr Esgob** treats the security of our pupils as a top priority. Security arrangements are monitored and reviewed regularly by the school office, and following a security related incident or feedback from an interested party.

Security arrangements currently in place include:

- CCTV & Intruder Alarm System (contractor maintained 24/7)
- Keeping all external doors locked to prevent unwanted visitors and to ensure pupils cannot leave the premises unaccompanied or with an unknown adult.
- Keeping the front door locked with the Chubb key as an extra security measure when the premises are empty.
- Keeping internal and external areas secure by closing all gates and front door on arrival and departure from the premises.
- Ensuring all visitors and staff sign-in in the visitors book upon arrival, and sign-out when

they depart, with the time recorded and witnessed by a staff member.

- Ensuring all visitors show identification upon arrival if unknown to the school.
- Ensuring pupils never open the front door and staff only admit known/expected persons to the school.
- Fitting security locks to all windows identified as requiring them.
- Keeping all gates and boundaries in good repair and checked regularly.
- Keeping all gates bolted for safe access control.
- Front Door: Access code required for staff entry to school
- All gates padlocked at night, with the padlock removed during the day for emergency access.
- Ensuring that all parents/carers are made aware of the arrival and collection arrangements, including early collection, and the procedures that will be followed should they be delayed and their child not collected.
- Requiring parents/carers to inform staff in advance, either by telephone, email or in writing via the home message book, if another adult will be collecting their child.
- Requiring permission from parents/carers if child is dismissed to walk home alone.
- Not permitting any child under the age of 14 from collecting a pupil.
- Ensuring that pupils are handed over personally to the collecting adult.
- Maintaining a list of key-holders, held in the school office. Emergency Key-holders details are registered with [insert location e.g. alarm company] in case of emergency.
- Providing lockable metal filing cabinets for personnel files etc. to satisfy data protection, confidentiality and fire risk requirements.

## **2.11 REPORTING DEFECTS**

The school has a defect reporting procedure whereby any damage or defect to the premises or equipment and furnishings within is reported to the caretaker and/or office staff. Defective equipment is isolated and labelled as defective to prevent use until replaced or repaired. Where premises defects are identified, a dynamic assessment is carried out to decide whether an area should be isolated or cordoned off whilst awaiting repair.

## **2.12 SNOW AND ICE GRITTING**

Adequate arrangements are in place to minimise the risks from snow and ice on the site e.g. access/ egress routes. A risk assessment has been carried out and an emergency plan has been developed to determine what type of action needs to be undertaken during adverse weather conditions, e.g. which specific routes are gritted. There is suitable storage for salt/grit and tools, on site and a sufficient supply of grit/salt is available, ordered and maintained by **the office staff and caretaker**.

*See also: Snow procedures.*

## **2.13 TRAFFIC MANAGEMENT**

It is the policy of the school that all vehicles and pedestrians should operate in a safe manner and be effectively managed and controlled.

This policy includes the safety of all vehicle and pedestrian routes both internal and external; to include the access routes used by the emergency services i.e. Fire Brigade and Ambulance Service.

The school has undertaken a risk assessment in relation to the management of vehicles on the school site. A copy of this risk assessment and safe management of arrangements is available **in the Health and Safety File: Buildings**

The Site Manager/ Caretaker or Business Manager is responsible for:

- Upkeep, reporting and maintenance of all external/internal pedestrian and vehicle routes and car park;
- Location and maintenance of road and pedestrian traffic safety signs;
- Lighting for road and pedestrian routes;
- Routine safety checks and inspections;
- Suitable gritting of these routes both internally and externally;
- Provision of suitable signage;
- Parking bays for persons with a disability; and
- Liaising with and managing contractors undertaking activities on site that involve the movement of vehicles, to include, the review of risk assessments and method statements (RAMS).

Pedestrian routes around the site should be adhered to by all in order to control any potential for pedestrian/ vehicle collision on site. Care should be taken and staff should be alert to any movement of vehicles within the car parks.

All drivers should be aware of other site users when driving their vehicle on site. For the reasons of safety, parents are not permitted to drive their vehicle on site when dropping off / collecting their child at the beginning / end of the school day.

Vehicular access to the school is restricted to school staff and visitors only and not for general use by parents/guardians when bringing children to school or collecting them.

Vehicles are allowed to park only in the designated car parking areas within the school grounds.

The main gate also has a pedestrian walkway marked. This is for wheelchair and pram access due to the steep steps on the normal pedestrian access. This is clearly marked and parents/pupils use this at times when vehicle access is restricted.

## **2.14 TREE SURVEYING AND MANAGEMENT**

The law recognises that trees are dynamic living organisms that can be subject to unpredicted failure. Nevertheless, under the Occupier's Liability Act **Ysgol yr Esgob** still has a duty of care to survey and maintain them.

A survey of all trees on the school site will be undertaken on a periodic basis by a suitably qualified Arboriculturist. The surveying and management of trees in the school is risk based taking into account a tree's size, its position in relation to targets and the tree's condition.

Any tree works recommended is prioritised in response to the level of risk and carried out in accordance with "BS3998:2010 Tree Work – Recommendations" and undertaken by a competent tree contractor with a minimum of £5m public liability insurance.

The school will also ensure that regular visual checks on trees are made, especially after adverse or severe weather. Any significant damage or concerns must be reported to our appointed Arboriculture Service Provider in order that an assessment can be made and that appropriate remedial action can be taken to ensure safety.

The school acknowledges it is important that inspections are kept up to date and retained as a record in the event of an incident occurring.

For tree related issues and advice on schools sites, contact Flintshire County Council's Countryside Services team.

## **2.15 WORKING AT HEIGHT**

Working at height can present a significant risk and generally working at height in the school will only be carried out by a suitably qualified and competent contractor. However, there may be occasion when the school Caretaker / site staff need to access height (for example: gutter clearing, putting up displays etc.) which may require use of ladders or stepladders.

It is the school's policy that all working at height (WAH) activity is properly planned, supervised and carried out by competent people. This includes using the right type of equipment for working at height.

The Headteacher/ Caretaker/Contractor is responsible for producing a suitable and sufficient assessment of the risk supported by a Safe System of Work (SSoW) factoring in:

- the height of the task; the duration and frequency; and
- the condition of the surface being worked on. However, there will also be certain low-risk situations where common sense tells you no particular precautions are necessary.

Wherever possible working at height by school personnel is to be avoided by e.g. not storing items at height that need to be accessed regularly, using long handled tools for cleaning shelves and ledges etc.

On no account should any member of staff attempt to stand on furniture (such as tables, chairs, cupboards etc.), but the use of a stepladder or elephant stool should be used.

Only those persons who have been trained to use ladders safely may use them. Basic instruction is provided to all staff who use ladders / stepladders, see <http://www.hse.gov.uk/pubns/indg455.htm>.

Formal training on work at height, use of ladders, mobile tower scaffolds etc. will be provided where a significant risk is identified as part of an individual's role e.g. site staff, drama, ICT technician etc.

Anyone authorised to use a ladder or stepladder will only be approved to do so if they have received safe use of ladder training which must be evidenced.

The establishments nominated person(s) responsible for work at height is the Caretaker.

The nominated person(s) shall ensure:

- all work at height is properly planned and organised;
- the use of access equipment is restricted to authorised users;
- all those involved in work at height are trained and competent to do so;
- the risks from working at height are assessed and appropriate equipment selected;
- a register of access equipment is maintained, all equipment is regularly inspected and maintained with any defective equipment taken out of use until repaired /replaced
- Any risks from fragile surfaces is properly controlled.

## **ROOF WORK**

The school has adopted the Council's advice of a **NO WORKING ON FLAT ROOF POLICY** for the Caretaker / Site Manager.



## SECTION THREE: CURRICULUM SAFETY

### 3.1 ART AND TEXTILES

School uses CLEAPSS for advice and to help it to assess risk for Art. All CLEAPSS documents that are relevant are held on Staff Common. Those documents that are used regularly are displayed in the classroom. They are reviewed annually.

### 3.2 DESIGN & TECHNOLOGY

School uses CLEAPSS for advice and to help it to assess risk for Food Technology. All CLEAPSS documents that are relevant are held on Staff Common. Those documents that are used regularly are displayed in the classroom. They are reviewed annually.

### 3.3 DRAMA SAFETY

The stage is inspected annually. Lighting equipment is PAT tested. Licenses are sought for any productions. Pre-performance fire checks are carried out by the Head teacher. An evacuation briefing is carried out by the Head teacher before all performances. Tickets are distributed so that seating capacity is not exceeded. There is a central aisle for ease of access for the audience.

### 3.4 FOOD TECHNOLOGY

School uses CLEAPSS for advice and to help it to assess risk for Food Technology. All CLEAPSS documents that are relevant are held on Staff Common. Those documents that are used regularly are displayed in the classroom. They are reviewed annually.

### 3.5 ICT SAFETY

Each class teacher is responsible for organizing the wires for computers in their classroom. There is appropriate control of access for each year group. DSE workstation assessments are carried out for Sue Clisham, Janette Tandy, Janette Fenney. Pupils are taught the correct positioning as part of their lessons.

### 3.6 MUSIC SAFETY

The CD machine in the hall is PAT tested annually.

Posture when playing instruments is managed by the specialist teacher.

### 3.7 OFFSITE VISITS

The school has separate guidance and procedures for Off-site visits. Staff must ensure that prior to planning or accompanying an off-site visit, that they are aware of the school's procedures on Off-site Visits.

**Sue Clisham** carries out the role of Educational Visits Coordinator. All trips and visits are carried out in accordance with the Educational Visits Policy, which includes Health and Safety considerations.

The LA's Offsite Visits Advisor must be notified of trips which include self-led adventurous activities, fieldwork trips to open or "wild" country, and all trips overseas and residential trips. This will be done via the use of Evolve, the online notification and approvals system.

The member of staff planning the trip will submit all relevant paperwork and risk assessments relating to the trip to the school's Educational Visits Co-ordinator, the Assistant Headteacher,

who will check the documentation and planning of the trip and if acceptable initially approve the visit before referring to the Headteacher for approval.

[mike.rosser@conwy.gov.uk](mailto:mike.rosser@conwy.gov.uk) is your contact for any Outdoor Education Visits concerns, and all matters relating to the Evolve system.

### **3.9 PHYSICAL EDUCATION**

Schools use the online LA health and safety resources and the Linx RA package for PE. The school utilises these and they are adapted to suit local school circumstances by Fay Booth. Sport and Play inspect the P.E. equipment annually. They also inspect any outdoor play equipment. The Caretaker inspects the playground and school field on a weekly basis.

### **3.9 SCIENCE SAFETY**

Our Science co-ordinator is Fay Booth. She is responsible for inspection any science equipment we have in school.

### **3.10 SWIMMING SAFETY**

Risk assessments are carried out/reviewed on an annual basis including travelling by coach to the Leisure Centre. Risk assessments have also been sought from Holywell Leisure Centre. The school complies with the Leisure Centre's ratios when lessons are planned. School only takes Year 4, 5 and 6 pupils to avoid overcrowding.

### **3.11 WORK EXPERIENCE**

Anyone who requests work experience at the school has a pre-meeting with the Head teacher. A full risk assessment is done. Contact with the school is made. The pupil is given a handbook outlining expected behaviour and safety/safeguarding issues. The pupil has an induction on the first day. Work experience pupils are not allowed on the playground at playtime or lunchtime. Phones need to be kept in their bags in the staffroom.

Refer to LA health and safety resources on Hwb for further guidance on work experience, and work experience placement vetting forms.

## SECTION FOUR: WELFARE AND EMERGENCY ARRANGEMENTS

### 4.1 ACCIDENT REPORTING AND INVESTIGATION

All accidents and incidents will be reported to the Corporate Health and Safety department in accordance with FCC reporting procedures using the online reporting system accessed via Flintshire WORKSPACE.

A copy of the FCC corporate standard and guidance for accident reporting is available on Hwb. Accident forms are available for downloading in paper form from the accident and incident reporting system (accessed via Quick Links ⇒ Accident Reporting Database ⇒ User Information).

All accidents and incidents must be reported directly to the **Headteacher or Assistant Head** as soon as the casualty has been attended to. This is to ensure that a suitable and timely investigation is undertaken by management to determine causation and with a view to preventing further similar accidents. Accident locations should be secured and undisturbed pending investigation.

Details should be recorded on the accident form as far as they are known following initial investigations, and forwarded to Corporate Health and Safety, normally within 3 working days.

In the event of a serious accident, this must be reported to the LA as soon as is practically possible following the event by telephone.

**The Headteacher** will analyse reported school accident reports for trends on a termly basis and provide a report to the Headteacher/ governing body.

All records related to accidents at work will be stored in line with data protection requirements.

#### **Reporting to the Health and Safety Executive (HSE)**

Incidents involving a fatality or major injury will be reported immediately to Corporate Health and Safety (CHS) and a member of the CHS Team will report these to the Health and Safety Executive (HSE) by phone or online.

Incidents resulting in the following must be reported to the HSE within 10 days of the incident occurring, so it is very important to report these to the health and safety team as soon as they occur, by submitting an online AIR report.

- A pupil or other non-employee being taken to hospital and the accident arising as the result of a curriculum activity, the condition of the premises / equipment, lack of supervision etc.;
- Employee absence, as the result of a work related accident, for periods of 7 days or more (including W/E's and holidays).

Further guidance on incident accident and reporting is available on the HWB website.

## 4.2 DEALING WITH EMERGENCIES / SCHOOL SITE ARRANGEMENTS

In addition to gas leaks, fire incidents and accidents, the school has identified a range of other major incidents that could occur on or off the school site. In this respect the school has developed a separate policy and guidance for managing critical incidents (including school lockdowns), based on the guidance document (see below) issued by the LA.

A copy of this separate policy is located and all staff are required to familiarise themselves with the contents. A list of the current school critical incident management team is included in the policy.

Further advice and guidance on this can be found in the document 'School Guide to Managing On-Site and Off-Site Emergencies', a copy of which is available on the LA's school health and safety library (accessed via the FCC Education Intranet on the Hwb website).

## 4.3 FIRE SAFETY

The LA has completed fire risk assessments in schools and other FCC owned establishments. All establishments should have an up to date suitable and sufficient risk assessment. A copy of the school fire risk assessment is kept in the Health and Safety File: Building.

The Headteacher is responsible for ensuring the school's fire risk assessment is undertaken and reviewed annually, and for implementing any actions required that are advised to be within the remit of the management of the school. To assist Heads with this task the LA have provided a Fire Safety Checklist and guidance, a copy of which is available on the HWB website.

Fire safety precautions and emergency evacuation procedures are detailed in staff handbook and also in the Fire Evacuation Policy and a summary posted in each classroom. These procedures are reviewed at least annually and are made available to staff as part of the school induction process.

Evacuation procedures are also made available to all contractors / visitors.

Emergency exit routes, exits, fire alarm call points, assembly points etc. are clearly identified by safety signs and notices.

Emergency contact and key holder details are maintained by **the school office**.

Fire drills will be undertaken termly and a de-brief undertaken by **the Headteacher** to consider whether remedial actions are required as a result. Records of results and subsequent actions will be recorded in the Fire Log Book by **the Headteacher**.

### Fire Fighting

Only staff trained in the use of fire extinguishers should attempt to use them, and if it is safe to do so in the circumstances. The alarm should always be raised BEFORE attempting to tackle a small fire. The safe evacuation of persons is an absolute priority.

**The Caretaker** will carry out a weekly visual check of fire extinguishers located within their areas of work to ensure they remain available for use and have not been tampered with / pins are intact.

**KDE** undertakes an annual maintenance and service of all fire extinguishers. Defective

equipment or extinguishers that need recharging should be taken out of service and reported to the Headteacher and the contractor for remedial action.

#### Details of service isolation points (i.e. gas, water, electricity)

The isolation point for water is:

The isolation point for gas is:

The isolation point for electricity is:

Details of chemicals and flammable substances on site. An inventory of these is kept by the **Caretaker** with the Fire Log Book, with additional copies kept by relevant heads of department as appropriate.

Fire alarm call points are tested weekly in rotation by **the Caretaker**. Any defects in the system will be reported immediately by **Office Staff** to the alarm contractor, and the Headteacher informed.

Emergency Lighting checks for operation are carried out monthly by **the Caretaker**. Annually a full discharge test and certification of the **system will be undertaken by**

Daily checks of means of escape for any obstructions on exit routes, and for ensuring final exits remain operational and available for use are carried out by **classteachers**

Fire doors will be checked daily for functionality by **the Caretaker** as part of the opening up process. Any adjustments to e.g. door closers will be made where identified necessary to prevent door slams. Any defects must be referred to the Headteacher in the first instance. Fire doors are an essential part of the school fire precautions in order to maintain the protection of escape routes. All fire doors should be kept closed at all times, but not locked such that they cannot be opened without the aid of a key.

#### 4.4 FIRST AID

The school reviews the need for First Aid provision on an annual basis and ensures that refresher training is provided in accordance with the LA's First Aid at Work Standard.

A list of the school First Aiders is posted by the First Aid cupboard in the KS2 corridor.

First Aid Boxes are allocated to designated members of staff to check the contents against the statutory content list on a weekly basis.

Where a first aider considers it necessary, the injured person will be sent directly to hospital (normally by ambulance). Parents / carers will be notified immediately of all major injuries to pupils.

If a pupils had a head injury, they are given a letter and parents are informed via phone or at the end of the day. The injury is recorded in our accident book.

No casualty will be allowed to travel to hospital unaccompanied and an accompanying adult will be designated by the Headteacher/ or Assistant Headteacher in situations where the parents / carers cannot be contacted in time.

All medication approved for administration within the school will be adequately labelled and stored securely. A register of medications administered will be maintained.

#### **4.5 WELFARE ARRANGEMENTS**

The Headteacher will ensure that adequate welfare arrangements are provided for employees and students in the school. These arrangements will comply with the standards set out in Regulations 20 to 25 of the Workplace (Health, Safety and Welfare) Regulations and will include as a minimum:

- Sanitary conveniences;
- Washing facilities;
- Drinking water;
- Accommodation for clothing;
- Facilities for changing clothing;
- Facilities for rest or for eating meals;
- Kitchen facilities for storing and preparing food / drinks for personal consumption.

## SECTION FIVE: GENERAL SAFETY ISSUES

### 5.1 CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH (COSHH)

Every attempt will be made to avoid using hazardous substances or to choose the least harmful substances which fall under the Control of Substances Hazardous to Health Regulations (COSHH).

The establishments nominated person(s) responsible for substances hazardous to health is **the Caretaker**.

They shall ensure, with the help of the office staff:

- An inventory of all hazardous substances used on site is compiled and regularly reviewed.
- Material safety data sheets are obtained from the relevant supplier for all such materials.
- Remember the safety data sheets are not your risk assessments for that chemical but information only
- Risk assessments are conducted for the use of hazardous substances (where generic risk assessments are available e.g. for products purchased from approved Supplies, these are adapted to suit specific use of material on site)
- All chemicals are appropriately and securely stored out of the reach of children.
- All chemicals are kept in their original packaging and labelled (no decanting into unmarked containers).
- Suitable personal protective equipment (PPE) has been identified and available for use.

PPE is to be provided free of charge where the need is identified as part of the risk assessment.

### 5.2 DISPLAY SCREEN EQUIPMENT (COMPUTERS, LAPTOPS ETC.)

All staff who use habitually use computers as a significant part of their normal work (significant is taken to be continuous / near continuous spells of an hour at a time) e.g. admin staff, bursars, senior leadership team etc. should have an assessment.

All such assessments will be recorded. Minor adjustments to workstations will be made during the assessment, where necessary and in line with current HSE guidance. The results of assessments will be analysed, if appropriate, recommendations made for significant changes in workstation layout, equipment or routine. Such changes will be made to reduce risks where reasonably practicable.

Workstation assessments will be reviewed annually or following a change in work location or a significant change in layout or equipment. Where an employee requires additional support, we will consult Occupational Health and/ or the Corporate Health and Safety Team.

Advice on DSE assessments and online DSE training is available from the Corporate Health and Safety Team.

### 5.3 HOUSEKEEPING

#### Housekeeping

The expectation is that all staff and others will play their part in maintaining a decent level of

hygiene and housekeeping within the school.

It is the duty of all staff to be vigilant and aware of possible hazards. If any spillages occur, these should be dealt with immediately.

### **Departments**

Every staff member/ employee is responsible for his/her own work area on a day-to-day basis. Bulky items should be broken down into manageable loads, where possible and put into the bins.

If excessive/heavy volumes of waste require disposal, each employee/department should make arrangements to get the waste cleared with the Premises Manager. No waste materials may be placed in walkways or any fire escape route.

Each staff member is also responsible for the safety of his/ her department, including housekeeping matters.

Waste bins are provided for recycling and residual type waste. Bins should be emptied on a daily basis.

### **Kitchenettes**

Every staff member/ employee is required to observe basic housekeeping rules i.e. to clean and wash up crockery etc. after themselves.

Any spillage should be cleared immediately and reported as soon as possible to the Premises Manager who will arrange for the cleaning staff to undertake remedial action.

Fridges/freezers/microwave ovens should be kept clean by the users and completely emptied each week.

### **Rest and Meeting Rooms**

Rest room, meeting rooms - everyone is expected to apply general principles of good housekeeping in all areas.

All walkways must be kept clear of obstructions or combustible materials or trailing cables. Combustible or flammable materials must not be stored in the Boiler/electrical intake rooms; only authorised persons are permitted access to these high risk areas.

### **Food Safety**

Food items - all unwanted food/drink should be disposed of by its use-by/ best before date to prevent waste accumulation and to reduce the risk of contamination.

The school reserve the right to dispose of uncovered or other food/drink stored or found on the premises, if it is considered to be a hazard.

Open containers should not be left lying around as it increases the risk from pests, such as fruit flies and mice.

## **5.4 HIRE OF PREMISES**

Lettings are managed by the Office Staff.



### *See School's Letting Policy*

This policy applies to lettings under the Lettings Policy. Those who hire any aspect of the school site or any facilities will be made aware of the content of the school's health and safety policy, and will have responsibility for complying with it.

Hirers must be made aware of fire escape routes and equipment on arrival. Means of access and egress must be safe and clear of hazards.

Hirers must report all incidents relating to unsafe premises or **Ysgol yr Esgob** equipment to the Headteacher or Office Staff.

Incidents related to the hirer's own organized activities are to be reported by them in line with their own procedures.

## **5.5 INSPECTION AND TESTING OF PLANT AND EQUIPMENT**

### **Statutory Inspections**

All plant and equipment requiring statutory inspection and testing (i.e. steam boilers, compressors, lifting equipment, local exhaust ventilation, pressure cookers etc.) will be inspected by appropriate contractors through Corporate Property Services

### **Pressure Systems**

All pressure vessel systems in the school will be subject to annual inspection by **Fords**. Safety certificates for all such systems will be displayed in the vicinity of the system concerned. Systems identified as faulty will be removed from use at once.

Written inspection and reporting schemes for affected items are kept by the Office staff in the Health and Safety File :Buildings.

### **Portable Electrical Appliances**

See Section 2.5 above.

### **Gas Appliances**

See Section 2.6 above.

### **Equipment Maintenance - Curriculum**

Class teachers will be responsible for ensuring that maintenance of equipment for their areas of the curriculum is identified and implemented following guidance contained in health and safety Codes of Practice for Design & Technology, Science, Art, PE and Drama.

### **Ladders and Access Equipment**

The Caretaker will be responsible for inspection and maintenance of ladders and other access equipment. Guidance on the inspection of ladders and step ladders is covered in the safe use of ladders and step ladder training attended by the Caretaker and also in HSE Guidance document LA455.

### **External play equipment**

The external play equipment will only be used when supervised, equipment will be checked daily before use for any apparent defects, and by the Caretaker and the PE Co-ordinator will conduct a formal termly inspection of the equipment. PE and Play equipment is subject to an

annual inspection.

## 5.6 KITCHEN SAFETY/ HYGIENE

The school catering service is run by Newydd Catering and Cleaning Ltd.

Only authorised staff members are allowed access to the school's kitchen area. Permission for access must be sought from the Catering Manager.

All catering staff members operate to the standards laid down in the Food Standards Act 1999 and follow the Food Standards Agency guidance.

The kitchen is inspected annually by the Environmental Health Inspectors who evaluate the standards, grade and report to the Responsible Manager. Any remedial action required is acted upon without delay.

The Kitchen Health and Safety Manual is kept by catering staff on site containing risk assessments and safe working practices. Any issues, contact Steve Jones at NEWYDD.

All kitchen staff are trained to operate machinery and equipment in a safe way with due regard to health and safety.

## 5.7 LONE AND PERIPATETIC WORKERS

Staff are encouraged not to work alone in school. Work carried out unaccompanied or without immediate access to assistance should be risk assessed to determine if the activity is necessary.

Work involving potentially significant risks (for example work at height) should not be undertaken whilst working alone.

Where lone working cannot be avoided staff should:

- Obtain the Headteacher's/senior member of staff's permission and notify him/her on each occasion when lone working will occur.
- Ensure they do not put themselves or others at risk.
- Ensure they have means to summon help in an emergency e.g. access to a telephone or mobile telephone etc.
- When working off site (e.g. when visiting homes) notify a colleague of their whereabouts and the estimated time of return [staff undertaking home visits to obtain as much background information as possible about the child/family being visited]
- Key holders attending empty premises where there has been an incident or suspected crime should do so with a colleague if possible. They should not enter the premises unless they are sure it is safe to do so.
- **A company is** employed to contact key holders after hours when intruder alarms are activated
- Report any incidents or situations where they may have felt "uncomfortable".

## 5.8 MANAGING VIOLENCE AND AGGRESSION

It is the school's policy that all work-related violence and intimidation is unacceptable and will take all steps to avert the risk of violence through physical security measures, safe working practices and staff training. The risk assessment process will determine appropriate local measures, which is a management function.

However, it is recognised that even with proactive measures, incidents of violence may still occur. Therefore, it is also the school's policy that appropriate support mechanisms exist for all members of staff who may be subjected to incidents of violence during their work, including access to legal guidance where appropriate.

The Health and Safety Executive define violence as: 'any incident in which an employee is abused, threatened or assaulted in circumstances relating to their work'.

The school will take into account both the nature and level of the risk of violence to staff into account when assessing risk and where necessary undertake a specific violence risk assessment.

When undertaking such risk assessment, the opinions and views of staff must be sought by consultation. The assessments will evaluate the adequacy of measures to reduce the risk of violence and where necessary develop plans to further improve these precautions.

Preventative measures will include those relating to:

- The environment;
- Physical security precautions;
- Means of raising an alarm;
- Emergency response procedures;
- Safe systems of work;
- Training and information; and
- Individual measures identified in specific risk assessments such as new and expectant mothers, stress etc.

The school will ensure that staff and others as appropriate will receive adequate information, instruction and training in handling potentially or actual violent situations relevant to the degree of contact. The emphasis of all information, instruction and training will be on prevention and defusion/de-escalation.

When faced with an imminent threat to their personal safety, staff will be expected to immediately leave the area. (N.B. All staff have a legal right to leave in such circumstances and provided this was justified, it will not result in disciplinary action).

Should an employee be in a situation where they are being prevented from leaving an area (and the employee is in immediate fear for their personal safety), or they are actually being physically attacked (or reasonably believe they are about to be attacked), they are entitled by law to use such force as is absolutely necessary to defend themselves and create a window of opportunity to escape.

The school recognises that on very rare occasions such as these, an employee may need to use physical force for the purpose of their own (or others) protection. However, the use of

physical force must always be justified in its application (i.e. absolutely necessary) and solely to escape from a situation (never for retribution or retaliation).

The school will support any employee who acts in an appropriate manner in accordance with this policy and their training, including legal guidance where appropriate.

However, staff must be aware though that any unjustified use of force may result in internal disciplinary action and/or legal action being taken against them by the injured party.

Following a violent incident, the Headteacher or a member of the SLT will be expected to immediately provide initial sympathetic support to affected members of staff. This may include ensuring medical treatment, providing reassurance, de-briefing, and/or allowing an immediate short period of time away from the workplace to recover.

In cases of actual physical assault, the Headteacher or a member of the SLT will be expected to ensure the actions below are taken:

- Appropriate treatment of injuries is given to the assaulted member of staff by a first aider or emergency services (if necessary);
- Where the injuries suffered are serious enough or where the assaulted member of staff wishes to, the assaulted member of staff attends Hospital as soon as possible;
- A member of staff attending Hospital must be accompanied by a member of staff;
- The taking of photographs should be considered/offered as it may help with any police prosecutions etc. in the future;
- The Headteacher or a member of the SLT are informed as soon as possible.

Where an affected member of staff is unable (or unwilling) to remain at work, managers will be expected to ensure the member of staff is able to get home safely. This may involve arranging for them to be collected by a relative or friend or to be taken home by another member of staff or by taxi.

(NB dependant on the severity of the incident and the individuals wishes, if they are returning to an empty house, it may be advisable for another member of staff to remain with them for a period of time).

The school will encourage prosecution in all cases of violence but will always press for prosecution in cases of actual physical violence. Where appropriate, access to legal guidance will be provided to staff who are victims of violence.

All staff have a duty to report incidents of violence in accordance with school and LA accidents/incident reporting procedures using the AIR form.

Ideally this should include all incidents of swearing or verbally abuse to staff. However, it is appreciated that some people can swear or be verbally abusive during without necessarily intending to be aggressive and on such occasions staff do not necessarily feel threatened or offended and are reluctant to report these as violent incidents. The school accepts this and therefore permits staff individual discretion to determine the nature of the incident and whether it requires reporting.

However, the school still requires all incidents that exceed a staff member's personal threshold or is personally directed at an individual staff member or another employee to be reported.

For incidents where e.g. parents or others are overtly aggressive, intimidating or threatening there is no staff discretion and these must be reported as should any occasion of physical assault (this would include any incident of physical contact during an aggressive outburst e.g. poking a finger in the chest, pushing etc.).

All reported incidents of violence should as soon as possible be investigated by the Headteacher or a member of the SLT to determine the support necessary for the staff involved and any action necessary to minimise the risks of a recurrence.

All reported incidents will be reviewed by the Corporate Health and Safety Team to ascertain if any further follow up or more detailed investigation is needed.

*Please also refer to the FCC corporate standard 'Managing Violence and Aggression'.*

## **5.9 MANUAL HANDLING**

Generic risk assessments for regular manual handling operations are undertaken and staff provided with information on safe moving and handling technique.

Employees identified under the requirements of the Regulations will be trained in manual handling principles and safe techniques. Employees are instructed not to carry out lifting and handling work for which they are not trained or competent.

Pupils and staff must only lift equipment and furniture within their own individual capability.

Those manual handling activities which present a significant risk to the health and safety of staff, will be reported to [insert name, job title e.g. Headteacher] and where such activities cannot be avoided a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees who must follow the instruction given when carrying out the task.

Where mechanical aids are used to reduce the need for manual handling, all relevant equipment will be maintained in a safe condition with regular maintenance to ensure safety throughout its service life.

### **Paediatric Moving and Handling**

All staff who move and handle pupils have received appropriate training (both in general moving and handling people techniques and specific training on any lifting equipment, hoists, slings etc. they are required to use).

All moving and handling of pupils has been risk assessed and recorded by a competent member of staff.

Equipment for moving and handling people (hoists, slings etc.) is subject to inspection on a 6

## **5.10 NEW & EXPECTANT MOTHERS**

Flintshire County Council's procedures for pregnant members of staff will be followed, including carrying out a 'Pregnancy Risk Assessment'

### **5.11 ORGANISING MAJOR EVENTS ON EDUCATIONAL PREMISES**

Any potential event needs to be discussed with the Headteacher in the first instance. It could be that the Governors needs to be consulted. Risk assessments need to be carried out and all risks clearly assessed. Alcohol only with a license. Bouncy Castles not to be used in windy weather and must have a member of staff supervising at all times.

### **5.12 PERSONAL PROTECTIVE EQUIPMENT (PPE)**

The need for PPE will be identified through risk assessment. The particular form of PPE required for a particular activity and any properties it must possess will be determined in order to be effective. For example, the material of gloves and the standard of eye protection required.

The school will provide PPE free of charge to employees and students where it is required to be used. Records of the issue of PPE, including safety footwear, head protection, clothing and other medium to high-value items, will be maintained. Where required, employees will be provided with information and instruction appropriate to their PPE.

Employees are required to wear, store and maintain their PPE in accordance with the information and instructions given to them. PPE should not be misused or abused and, when required, be disposed of responsibly. Employees should notify their line manager of the need for additional PPE or any problems associated with PPE as soon as is practicable.

Where PPE is provided for students' education practices (for example, Science practical activities or tasks in the Design Technology workshop), information and instruction in the safe use and correct storage will be provided, as will supervision whilst in lessons. Teaching staff are to report any defects in the students' PPE so it can be repaired or replaced.

### **5.13 PROCUREMENT**

Health and safety will be considered alongside cost and technical performance when choosing equipment, material and substances. The Headteacher and Finance/ Business Manager are responsible for procurement and purchasing and ensure that all equipment has a European Conformity certificate and is fit for purpose. Manufacturers' information provided with equipment will be retained for reference until the equipment ceases to exist in school's ownership.

### **5.15 YOUNG PERSONS**

**Ysgol yr Esgob** does not usually employ persons under the age of 18. In the event that a young person is invited to work or carry out work experience, the school will ensure the following:

- a young person risk assessment is completed;
- an experienced employee is assigned to guide and provide close supervision to the young person;
- the parents or guardians of children (under 16 years) are involved in the assessment, consulted and provided with information;
- the young person is provided with a relevant induction and information;
- The tasks undertaken by the young person will be restricted to those considered low risk only.

## **SECTION SIX: HEALTH**

### **6.1 ADMINISTRATION OF MEDICINES**

The school will try to accommodate pupil with medical needs wherever practical and in line with the school policy on Managing Medical Needs. The school policy is in accordance with the DfE document 'Supporting Pupils at School with Medical Conditions'. A copy of that document which the LA endorses as the policy for schools can be obtained from the health and safety library on the FCC Education Intranet (HWB resource website).

No member of staff will administer any medication unless the relevant process has been followed to ensure appropriate training in methods of administration has been received by designated persons, and all necessary forms have been completed by the school and the parent / carer as required in each case.

### **6.2 ALCOHOL**

Under no circumstances should alcohol be brought onto the school site, except where the appropriate licences have been sought prior to an organised event.

### **6.3 DRUGS**

Under no circumstances should drugs be brought onto the school site.

### **6.4 INFECTION PREVENTION CONTROL**

We follow national guidance published by Public Health Wales when responding to infection control issues.

In the event of an epidemic/pandemic, we will follow advice from Public Health Wales about the appropriate course of action.

### **6.5 MENTAL WELLBEING**

The school is committed to promoting high levels of health and well-being and recognises the importance of identifying and reducing workplace stressors through risk assessment, in line with the HSE and education management standards.

The HSE Management Standards define the characteristics, or culture, of an organisation where the risks from work related stress are being effectively managed and controlled.

The Management Standards cover six key areas of work design that, if not properly managed, are associated with poor health and well-being, lower productivity and increased sickness absence. In other words, the six Management Standards cover the primary sources of stress at work. These are:

- Demands – this includes issues such as workload, work patterns and the work environment.
- Control – how much say the person has in the way they do their work.
- Support – this includes the encouragement, sponsorship and resources provided by the organisation, line management and colleagues.
- Relationships – this includes promoting positive working to avoid conflict and dealing with unacceptable behaviour.
- Role – whether people understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles.
- Change – how organisational change (large or small) is managed and communicated in the organisation.

The Management Standards represent a set of conditions that, if present, reflect a high level of health well-being and organisational performance.

The school has a number of systems in place within the school for responding to individual concerns and monitoring staff workloads e.g. Performance Management, mentoring, staff able to speak to Headteacher / senior management, having an open door policy, referrals and requests for Occupation Health or Counselling (via Employee Care Assistance Programme).

## 6.6 SMOKING

Smoking or vaping is not permitted by anyone anywhere within the school boundary.

---

## APPENDICES

*[Some examples of what you may wish to add / attach as appropriate]*

- Copy of an FCC accident form
- Copy of an FCC risk assessment form
- Copy of safety inspection forms e.g. school, classroom, other?
- Copy of school staffing structure – key personnel
- List of supplementary health and safety policies, date of origin, review date, who by (e.g. Fire Safety and Evacuation, Critical Incidents / School Lockdown, Bullying and Harassment, Safeguarding, etc.)

***NB: please note that this list is not exhaustive, add to it as applicable to your school.***