



ST PAUL'S CHURCH OF ENGLAND PRIMARY SCHOOL & NURSERY

HEALTH AND SAFETY POLICY

Updated by	Mrs Dennis
Updated when	October 2024
Ratified by	FGB
Ratified when	
Signed by	<i>John Walton</i>
Next Review Date	October 2025
Statutory Policy	YES
On school website	YES

COURAGE

RESPECT

HOPE

ENJOYMENT

COMMUNITY

MODEL HEALTH AND SAFETY POLICY FOR SCHOOLS

ST PAUL'S CHURCH OF ENGLAND Primary School and Nursery

Where appropriate, this policy should be read in conjunction with Buckinghamshire Council Health and Safety Policy.

PART 1: GOVERNING BODY STATEMENT OF INTENT

Effective health and safety management is integral to delivering our ambition for excellence in education and our performance as a school. We are committed to high standards of health, safety and wellbeing and will take all reasonable steps to meet our responsibilities under the Health and Safety at Work Act 1974, the Management of Health and Safety at Work Regulations 1999, other relevant health and safety legislation and the Regulatory Reform (Fire Safety) Order 2005. Our overall objective is to provide and maintain a safe and healthy environment for our staff and pupils and others with whom we work.

We will achieve this by:

- Taking reasonable steps to make sure that the school is following the employer's policy and procedures e.g. through regular discussion at governance meetings;
- Promoting a sensible and proportionate approach to health and safety, making use of competent health and safety advice when required;
- Working in close partnership with the Headteacher and senior management team to support sensible health and safety management and to challenge as appropriate;
- Developing and maintaining a positive health and safety culture with an emphasis on continually improving our performance;
- Ensuring staff receive adequate information, instruction and training to enable them to carry out their responsibilities competently;
- Ensuring that health and safety management is an integral part of decision making and organisational processes;
- Providing a safe and healthy working environment for our staff, pupils and others working in the school;
- Ensuring safe working methods are in place and providing safe equipment.
- Communicating and consulting with our staff and their trade union representatives;
- Complying with statutory requirements and where possible best practice;
- Investigating and learning the lessons from accidents, incidents, near misses and work-related ill health incidents;

- Monitoring and reviewing systems and preventative measures to make sure they are suitable, sufficient and effective
- Ensuring adequate resources are available to fulfil our health and safety responsibilities and objectives;
- Working with and monitoring our contractors to ensure consistent and comparable health and safety standards.

We recognise that overall responsibility for health and safety lies with all levels of management having direct responsibility for activities and staff under their control. However, all staff have a legal and moral responsibility to take reasonable care for the health and safety of themselves and for others who may be affected by their acts or omissions.

Name of Headteacher: Charlotte Dennis

Signature:

Date:

Names of Co Chairs of Governors: Edward Arnold and Laura Willis

Signature:

Date:

Aims

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- Promoting a sensible and proportionate approach to health and safety, making use of competent health and safety advice when required;
- Working in close partnership with the Headteacher and senior management team to support sensible health and safety management and to challenge as appropriate;
- Developing and maintaining a positive health and safety culture with an emphasis on continually improving our performance taking into account human and cultural factors;
- Ensuring staff receive adequate information, instruction and training to enable them to carry out their responsibilities competently;
- Ensuring that health and safety management is an integral part of decision making and organisational processes;
- Providing a safe and healthy working environment for our staff, pupils and others working in the school;
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PART 2: RESPONSIBILITIES AND ORGANISATION

1. INTRODUCTION

To comply with the Governing Body's Statement of Intent the following responsibilities have been assigned:

2. THE GOVERNING BODY

The Governing Body recognises its responsibilities for ensuring that suitable organisational arrangements are in place for the management and control of health and safety within the school and will endeavour to ensure that the local authority's policy is implemented with regard to its responsibility. In particular, we will ensure that:

- A written policy statement is created and communicated which promotes a positive attitude towards health and safety in staff and pupils;
- Responsibilities for health, safety and welfare are allocated to specific people and those people are informed of these responsibilities;
- A lead governor for health and safety is nominated;
- People have sufficient experience, knowledge and training to perform the tasks required of them;
- Clear procedures are created which assess the risk from hazards and produce safe systems of work;
- Health and safety performance is monitored and targets for improvement are set;
- Ensuring that the site and premises is maintained in a safe condition and that sufficient funding is allocated;
- Seeking specialist advice on health and safety which the establishment may not feel competent to deal with;
- The school's health and safety policy is reviewed regularly (at least once annually), implementing new arrangements where necessary;

3. THE HEADTEACHER

Leadership of health and safety is about managing risk sensibly – not trying to eliminate it altogether. The Headteacher will provide visible leadership to the whole

school so that staff feel motivated, supported and empowered to focus on the things that really matter.

The Headteacher is responsible for all staff and activities under their control and will ensure that the requirements of relevant safety policies and procedures are implemented and complied with. In particular, they will:

- Ensure that the school is following Buckinghamshire Council's Health and Safety Policy and has effective arrangements for managing the real health and safety risks at the school;
- Be fully committed to the Governing Body's Statement of Intent, ensuring that a positive health and safety culture is demonstrated and promoted through their leadership;
- Act as the "Responsible Person" under the Fire Safety Order within the School;
- Maintain effective communications with employers, governors, and the school workforce, and give clear information to pupils and visitors, including contractors, regarding the significant risks on site;
- Nominate themselves or a senior manager as the Health and Safety Co-ordinator;
- Undertake all relevant training appropriate to their role and ensure staff are given adequate information, instruction, training and supervision to carry out their duties, paying particular attention to new/inexperienced employees and trainees;
- Make sure that staff understand their responsibilities and know how to access support and advice to help them manage risks responsibly;
- Ensure that appropriate risk assessments are undertaken by competent persons and that suitable control measures are taken on a risk basis to manage the health and safety risks to staff and any other people who may be affected by the school's activities;
- Ensure that risk assessments are undertaken in relation to directly managed staff, for example, job based risk assessments, stress risk assessments, return to work risk assessments, personal emergency evacuation plans;
- Ensure safe systems of work and procedures are developed and are implemented;
- Ensure prompt action is taken to resolve any situations that may adversely affect the health and safety of staff or other people;
- Ensure that they seek timely assistance and advice where expert help is required from the Health and Safety Consultancy team;
- Ensure that all plant and work equipment provided is: selected through a risk assessment process, suitable, properly maintained and subject to all necessary tests and examinations;
- Ensure that accidents and incidents (including near misses and violence and aggression) are reported to BC and the HSE (where appropriate) and investigated and the findings acted upon without delay;
- Ensure there are meaningful, effective arrangements in place for consulting employees and their trade union representatives on health and safety matters that affect them;
- Ensure information that may assist safety representatives in their role is provided to them;

- Complete the school's Annual Health and Safety Compliance Report to the Managing Director, Children's Social Care and Learning;
- Participate and make recommendations to the Governing Body in relation to external independent audits carried out by the Council or other bodies;
- Report to the Governing Body any health and safety issues which cannot be resolved;
- Ensure the requirements of the Occupier's Liability Acts 1957/1984 are complied with to reduce risk to lawful and unlawful visitors;
- Monitor and review health and safety performance through:
 - termly health and safety inspections of work areas/practices;
 - setting health and safety targets and objectives through appraisals and other supervisory reviews;
 - reviewing incidents and accidents;
 - monitoring commissioned and contracted work for compliance;
 - ensuring that the management of health and safety considers the needs of anyone with a protected characteristic under the Equalities Act;
 - ensuring audit action plans are implemented;
 - reporting to the Governing Body at least annually on the school's health and safety performance

4. LEAD GOVERNOR FOR HEALTH AND SAFETY

The Lead Governor has the following responsibilities:

- To be fully and visibly committed to the Governing Body's Statement of Intent for health and safety;
- To scrutinise and review health and safety performance;
- To provide support and challenge to the Headteacher and the Governing Body in fulfilling their health and safety responsibilities;
- To ensure in particular that risk assessments of the premises and working practices are carried out and documented;
- To arrange a termly inspection of the school by either themselves or another Governor and to provide a report to the Governing Body.

5. RESPONSIBILITIES OF THE SENIOR LEADERSHIP TEAM (SLT)

The SLT will support the Headteacher with the overall management of health and safety in the school. This will include:

- Providing leadership by ensuring health and safety is considered as part of every decision;
- Considering the health and safety impact of any new initiatives;
- Informing the Headteacher of any health and safety issues that affect the school;
- Agreeing strategic health and safety initiatives;
- Monitoring the overall implementation of the school's health and safety policy in their areas of control and agreeing the annual health and safety report.

6. HEALTH AND SAFETY COORDINATOR (HEADTEACHER)

The Headteacher of **St Paul's** is the Health and Safety Lead. The Bursar and Caretaker support HT in this responsibility by managing the school's health and safety on a day-to-day basis. Their school wide roles may include:

- management and monitoring of purchasing and contracting procedures to ensure risks are effectively managed;
- advising contractors of site-specific risks and overseeing their activities on site;
- ensuring staff and visitors are aware of the on-site procedures and the precautions to follow;
- accident and incident reporting;
- implementation, monitoring and review of training procedures;
- preparation of reports and returns for the school leadership team.

The Health and Safety Coordinator has the following responsibilities to:

- Attend appropriate health and safety training courses including IOSH Managing Safely and Fire Risk Assessor Training to enable them to discharge their duties effectively;
- Ensure that a fire risk assessment is completed for the school and that it is implemented and reviewed at least annually;
- Promote health and safety matters throughout the school and assisting the Headteacher in the implementation of the Council's and School's Health and Safety Procedures;
- Ensure the Fire Log, Asbestos Log and Legionella Log are kept up to date;
- Ensure that the Health and Safety Notice Board is kept up to date;
- Ensure the correct accident, incident and near miss reporting procedures are followed and that, where appropriate, accidents are investigated;
- Arrange termly health and safety inspections and ensuring follow up action is completed and records kept available for audits;
- Ensure appropriate procedures for school visits is followed;
- Participate in any Health and Safety Audits arranged by the Council;
- Provide health and safety induction training for all staff;
- Provide basic fire awareness training for all staff at least every six months. Refer to training notes section 3.3 Health and Safety Policies and Procedures;
- Keep an up-to-date record of staff health and safety training;
- Ensure that all statutory inspections are completed and records kept;
- Make provision for the inspection and maintenance of work equipment;
- Ensure that emergency drills and procedures are carried out regularly and monitored for effectiveness and that records are kept;
- Monitor contractors on site and ensure they consult the Asbestos Log before starting work;
- Coordinate and manage the annual risk assessment process for the school;
- Coordinate performance monitoring processes;
- Manage records of all health and safety activities including management of building fabric and building services in liaison with BC and other contractors;
- Advise on situations or activities which are potentially hazardous to the health and safety of staff, pupils and visitors;

- To ensure that staff are adequately instructed in safety and welfare matters about their specific workplace and the school generally.

7. TEACHING AND SUPPORT STAFF HOLDING POSITIONS OF SPECIAL RESPONSIBILITY

At **St Paul's**, this is the SLT, Bursar, Admin Officer and Caretaker

They have the following responsibilities to:

- Apply the school's Health and Safety Policy and the relevant health and safety Codes of Practice to their own area of work and be directly responsible to the Headteacher for the application of the health and safety procedures and arrangements;
- Carry out regular health and safety risk assessments of the activities for which they are responsible;
- Checking compliance with job risk assessments and reviewing health and safety performance in staff appraisals/performance management reviews;
- Ensure that all staff they manage are familiar with the relevant health and safety Codes of Practice, for their area of work;
- Resolve health, safety and welfare issues that staff refer to them, or refer to the Headteacher any matters for which they cannot achieve a satisfactory solution within the resources available;
- Carry out regular inspections of their areas of responsibility to ensure that equipment, and activities are safe and record these inspections where required;
- Ensure, so far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other staff and pupils to avoid hazards and contribute positively to their own health and safety;
- Investigate any accidents that occur within their area of responsibility.

8. CLASS TEACHERS

Class teachers are expected to:

- Exercise effective supervision of their pupils, to know the procedures for fire, first aid and other emergencies;
- Follow the particular health and safety measures to be adopted in their own teaching areas as laid down in the relevant Codes of Practice;
- Give clear oral and written instructions and warnings to pupils when necessary;
- Follow safe working procedures;
- Require the use of protective clothing and guards where necessary;
- Make recommendations to their Headteacher or manager regarding equipment and improvements to plant, tools, equipment or machinery;
- Integrate all relevant aspects of safety into the teaching process;
- Report all accidents, defects and dangerous occurrences to their manager.

9. STAFF

All of the school workforce play an important part in sensible health and safety management in schools. Staff involvement makes a vital contribution towards

achieving safer and healthier workplaces, and helps develop sensible rather than over cautious approaches.

When developing learning opportunities, staff should focus on controlling the real risks, not eliminating all risks. Health and safety is about doing things safely, not finding reasons not to do them.

In particular staff must:

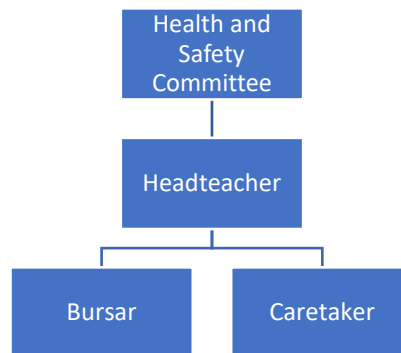
- comply with the school's health and safety policy and procedures at all times;
- take reasonable care for the health and safety of themselves and others when undertaking their work, for example;
 - check classrooms/work areas are safe;
 - check equipment is safe before use;
 - ensure safe working procedures are followed;
- co-operate with managers in complying with relevant health and safety safe systems of work and procedures;
- use all work equipment and substances in accordance with instruction, training and information received;
- wear, use, store, maintain and replace personal protective equipment as appropriate;
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare;
- take part in and contribute to health and safety inspections, risk assessments etc. as appropriate;
- report
 - accidents, incidents of violence and aggression and near misses;
 - ill health caused by work activities;
 - defective equipment or premises, hazardous situations and other health and safety concerns;
 - report immediately to their Headteacher/Line Manager any serious or immediate danger.

10. PUPILS

Pupils, allowing for their age and aptitude, are expected to:

- take personal responsibility for the health and safety of themselves and others
- observe standards of dress consistent with safety and/or hygiene
- observe all the health and safety rules of the school and in particular the instructions of staff given in an emergency
- use and not wilfully misuse, neglect or interfere with things provided for their health and safety

Management of health and safety hierarchy



PART 3: PROCEDURES AND ARRANGEMENTS

The following procedures and arrangements have been adopted to ensure compliance with the Governing Body's Statement of Intent.

1. LEAD GOVERNOR FOR HEALTH AND SAFETY

The lead governor with responsibility for scrutiny of health and safety performance is **John Walton**.

2. ASBESTOS MANAGEMENT

The asbestos register and asbestos management plan is held at: The School Office

The Caretaker, is responsible for:

- making arrangements for dealing with asbestos in compliance with the Council's policy;
- ensuring that contractors who may be working in areas where asbestos has been identified consult and sign the register;
- ensuring that any changes to the register are notified to Building Services, Property Consultancy;
- informing Property Consultancy immediately on **01296 383238** if any asbestos containing materials are damaged releasing asbestos fibres or may have been released.

3. AUDIT, REVIEW, PERFORMANCE MEASUREMENT AND ACTION PLAN

The Headteacher, is responsible for reviewing the School's Health and Safety Policy and ensuring all staff signed a list to acknowledge that they have read and understood the policy.

The Caretaker and Bursar are responsible for ensuring the implementation of recommendations of any health and safety audit reports carried out by the Council.

4. **CATERING - NOT APPLICABLE**

5. **CONSULTATION WITH EMPLOYEES**

Any employee appointed as a safety representative by their Association or trade union will be offered suitable facilities to undertake their work.

Union-appointed safety representatives are: **None at present**

Professional Association	Employee Name	Job Title

Consultation with employees not represented by a union is provided through the governors.

6. **CONTRACTORS - SELECTION AND MANAGEMENT**

Contractors are selected and managed following guidance and documentation in section 9.4 health and safety policies and procedures

7. **EDUCATIONAL VISITS**

The Headteacher, is responsible for ensuring that educational visits, including residential visits and any school-led adventure activities, will be risk assessed and organised following guidance produced by the Council's Education Visits Co-ordinator.

8. **ENFORCING AUTHORITY VISITS**

The Headteacher is responsible for implementing any recommendations following a visit by the Enforcing Authorities and reporting matters requiring authorisation/action to the Governing Body or LA.

9. **FIRE AND OTHER EMERGENCY ARRANGEMENTS**

The Headteacher, is responsible for:

- ensuring fire risk assessment is undertaken and regularly reviewed;
- developing local fire safety procedures to ensure
 - personal emergency evacuation plans (PEEPS) are carried out for people with disabilities, i.e. staff, pupils, visitors;
 - fire evacuation drills are carried out at least termly;
 - a roll call is taken at the Assembly Point;
 - that no-one attempts to re-enter the building until the all clear is given by the emergency services;
 - firefighting and fire detection equipment is serviced and maintained annually;
 - regular reminders to staff on fire safety.

The Caretaker, is responsible for:

- maintaining the Fire Log;
- checking weekly that evacuation routes remain clear and that final exit doors are openable;
- checking weekly firefighting equipment remains in a useable condition, e.g. fire extinguishers, fire blankets;
- testing the alarms every week from different call points and recording the tests in the Fire Log;
- testing the emergency lighting at appropriate intervals

Emergency procedures covering a range of hazardous situations which may arise in the establishment can be found in the following locations:

Type of emergency procedure	Location(s)
Fire Evacuation Procedure	All rooms
Bomb Alert	All rooms
Gas Leak	All rooms
Electrical Fault	n/a
Water	n/a
Storm or Flood Damage	n/a
Lockdowns	All rooms

The person who discovers the emergency will raise the alarm immediately by the most appropriate means and ensure that the Headteacher, Deputy Headteacher or in their absence, a member of the Senior Leadership Team is informed immediately and that where appropriate the emergency services are summoned. A member of the Senior Leadership Team will liaise with the emergency services when they arrive and take advice from them.

Note: The priorities are as follows:

- to ensure the safety of all people, their removal from danger, their care and the application of first aid and medical treatment where appropriate;
- to call the emergency services when appropriate;
- to safeguard the premises and equipment, if this is possible without putting persons at risk.

10. FIRST AID

Class First aid boxes are kept in classrooms. Other First aid boxes and first aid record books kept in the Medical Room. Travelling first aid boxes are kept in the Medical Room. The First Aid Champion, is responsible for making a termly check of the contents of all first aid boxes. Teachers taking travelling medical bags on trips are responsible for checking their contents beforehand.

A defibrillator is located outside The church hall in Wooburn Green..

The nearest medical centre/NHS GP is Pound House Surgery, Wooburn Green 01628 530997.

The nearest hospital with accident and emergency facilities is Wexham Park Hospital 01753 633000.

The list of employees who are qualified to provide first aid is kept in the School Office and displayed in the Medical Room.

The following employees are qualified to provide first aid:

Name of Employee	Job Title	Qualification
Laura Sims	Assistant Head and EYFS lead	Paediatric First Aid Training
Lisa Bennett	Learning Support Assistant	Paediatric First Aid Training
Kristina Bourne	Learning Support Assistant	First Aid Training
Georgina Harkom	Class Teacher	First Aid Training
Anne Lenton	Learning Support Assistant	First Aid Training
Becky Vickers	Learning Support Assistant	First Aid Training
Karie Wingrove		First Aid Training
All staff	Various Roles	National College first aid awareness
Claire Jukes	First Aid Champion	

11. HEALTH AND WELL-BEING

The Headteacher, is responsible for monitoring absence owing to stress related illness and promoting wellbeing.

11.1 Occupational Health

Access to occupational health services is through PAM Group via HR

11.2 *Employees Assistance Programme*

Employees Assistance is provided by PAM Assist and is a completely independent and confidential personal support service, which is available 365 days 24 hours;

Freephone number: **0800 882 4102**

<https://buckinghamshirecouncil.workplacewellbeing.com>

12. **INCIDENT REPORTING AND INVESTIGATION**

The Administrative Officer, is responsible for reporting accidents, incidents and near misses, as soon after the event as possible, using the AssessNet website.

The Headteacher is responsible for contacting the Health and Safety Team immediately to report a serious incident (accident, incident (physical assault, threat, verbal abuse) or near miss). Where appropriate/practicable a Health and Safety Adviser will visit the school the same day to provide support and investigate the incident. **Telephone 01296 382906**

The Headteacher, will verify the report.

Minor injuries to non-employees (i.e. pupils and visitors) where first aid is given will be reported on the First Aid Record of Treatment form. These forms are kept at: Medical Room

The Headteacher, will investigate all incidents and act on findings to prevent a reoccurrence or similar accident/incident. Where accidents are found to be caused by faulty plant, equipment, premises or unsafe systems of work action must be taken to remove or isolate the hazard and warn people until the necessary modifications or repairs can be made.

13. **INSPECTIONS**

Routine inspections of the premises to ensure safe working practices are being followed will be carried out by Caretaker.

Inspections of specific work areas will be carried out by staff.

Formal health and safety inspections will be carried out termly with the Health and Safety Governor or delegated to a different governor, and are always carried out in twos.

14. **INFORMATION, INSTRUCTION AND TRAINING**

14.1 **INFORMATION AND ADVICE**

A [Health and Safety Law Poster](#) is displayed in the School foyer.

Health and safety advice available from the Health and Safety Team

Telephone: 01296 674412

E-mail: handstraining@buckinghamshire.gov.uk

14.2 HEALTH AND SAFETY TRAINING:

14.2.1 Induction

Health and safety induction training will be provided for all new employees and for work experience placement students by a member of the SLT, in the form of a PowerPoint. It covers the following guidance and documentation that is available from https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

BCC Health and Safety Policy

School Health and Safety Policy

Codes of Safe Practice and Guidance

Education Visits Policy Document

Premises Asbestos Log

Premises Legionella Log

Job Based Risk Assessment and other appropriate assessments

Fire and other Emergency Arrangements

Accident Reporting Arrangements

First Aid Arrangements

Safe Use of Work Equipment

Procedures for Hazardous Substances

Good Housekeeping, Waste Disposal and Cleaning Arrangements

Hazard Reporting and Maintenance Procedures

Special Hazards/Responsibilities Associated with their Work Activity

Special Needs of Young Employees (e.g. Work Experience Placements)

14.2.2 Training Records and Training Needs Identification

The Caretaker and Bursar are responsible for identifying training and refresher training needs and keeping health and safety training records. Staff and governors named below have received or will receive health and safety training in the following areas:

Asbestos Awareness	IOSH Working Safely	Personal Safety of Employees
Charlotte Dennis Mick Piekieniak	Mick Piekieniak	

Catherine Rogers		
COSHH Awareness Charlotte Dennis Mick Piekielniak	Legionella Mick Piekielniak Charlotte Dennis	Pool Carers Course/Refresher N/A
Emergency First Aid at Work <i>All staff</i>	Load Risk Assessor for Moving and Handling Mick Piekielniak	Pool Safety Awareness for Headteachers N/A
Fire Risk Assessor Charlotte Dennis	Manual Handling (Loads) Mick Piekielniak All staff	Safe Playground Inspection N/A outsourced
Governor's Role in Health and Safety <i>John Walton</i>	Paediatric First Aid (for schools with children below 5) <i>Laura Sims</i> <i>Sharon Jones</i>	Supporting Pupils with Medical Conditions (formerly Managing Medicines) <i>Julia Owen</i>
First Aid at Work <i>All staff</i>	PAT testing N/A outsourced	Visual Tree training Caretaker
IOSH Managing Safely/Refresher <i>Charlotte Dennis</i>	Fire Risk Awareness <i>All staff</i>	Working at Height Mick Piekielniak
Managing the Personal Safety of Staff Charlotte Dennis	Fire Warden (Marshall) Training Charlotte Dennis <i>Becca Jones</i> <i>Catherine Rogers</i> <i>Mick Piekielniak</i>	COSHH Health & Safety Workshop Mick Piekielniak
Visual Tree Assessment Mick Piekielniak		

14.2.3 Strategic Health and Safety Management and Premises Management Training

Specific course for Governors

- The Governor Role for Health and Safety (provided by Governor Services)

Courses for Senior Leadership Teams

- Asbestos Awareness (Headteachers/Health and Safety Coordinators): Caretaker
- Fire Risk Assessor training (for Headteachers/Health and Safety Coordinators):
- IOSH Managing Safely/Managing Safely 5-day course (for Headteachers/Health and Safety Coordinators):
- Legionella Training (Headteachers/Health and Safety Coordinators): Caretaker
- Managing the Personal Safety of Staff

14.2.4 Curriculum/Subject Specific Health and Safety Training

Primary and Secondary Art – Ceramic

- ***Not applicable***

Primary and Secondary PE and School Sport

- ASA National Curriculum Training Programme (NCTP) for School Swimming (available through BLT): N/A outsourced

Primary Food Technology and Occasional Catering Events – Not Applicable

14.2.5 Occupational Risks

- Emergency First Aid at Work: See list at 10. A list of trained staff is kept in the School Office.
- Fire Warden Training (available through Fire Training Bucks and MK or Salvus Consulting): C Dennis
- First Aid for Schools: Julia Owen

- Paediatric First Aid (for schools with children up to age 5) Laura Sims, Lisa Bennett, Kate Dobey
- Personal Safety:
- Supporting Pupils with Medical Conditions (includes Managing Medicines): Julia Owen

14.2.6 Caretaking/Site Management

- Asbestos Awareness : Caretaker
- COSHH Health and Safety Workshop: Caretaker
- IOSH Working Safely course – a 1 day basic health and safety course: Caretaker
- Legionella: The Caretaker
- Manual Handling: The Caretaker
- Personal Safety:
- Safe Playground Inspection: The Caretaker
- Visual Tree Assessment: The Caretaker
- Working at Height: The Caretaker

15. LEGIONELLA

The Headteacher, is the Premises Responsible Person for the management of Legionella

The Caretaker is the Nominated Legionella Controller who has been trained to be responsible for checking water temperatures and flushing appropriate outlets as part of the Legionella programme

For further guidance refer to section 4.4 health and safety policies and procedures

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

16. LETTINGS

The Bursar is responsible for co-ordinating lettings of the premises and for giving health and safety including emergency information to hirers.

17. NOISE

Any employee concerned about the noise levels at work should report the matter to The Headteacher, who will arrange for remedial action or for an assessment to be made by the Health and Safety Team or a specialist contractor.

For further guidance refer to section 9.3 health and safety policies and procedures

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

18. OUTDOOR PLAY EQUIPMENT

The Caretaker and Bursar are responsible for ensuring outdoor play equipment and safety surfaces are

- regularly inspected by a person who has attended Safe Playground Inspection course;
- inspected and maintained annually by a competent contractor;
- repaired or taken out of use, as required.

The Caretaker is responsible for inspecting the equipment and safety surfacing weekly.

The Headteacher, is responsible for ensuring outdoor play equipment is adequately supervised when in use.

19. PERSONAL PROTECTIVE EQUIPMENT (PPE)

Suitable Personal Protective Equipment (PPE) goggles, gloves, hearing protection etc will be provided free of charge, where identified as necessary by a risk assessment.

All employees are responsible for informing the Bursar, when they become aware of a need to repair or replace PPE, which they use.

The Bursar, is responsible for making arrangements for laundering soiled PPE, e.g. overall, lab coats, aprons, etc.

19.1 Respiratory Protective Equipment

The Caretaker is responsible for the provision, training in use, safe storage and replacement of respiratory protective equipment.

The Caretaker is authorised and trained to use respiratory protective equipment.

20. PORTABLE ELECTRICAL APPLIANCES

The Bursar, is responsible for ensuring that portable electrical appliance testing is carried out at the frequencies in section 10.3 health and safety policies and procedures

Staff should not bring electrical equipment onto the school site unless they have authorisation and the appliances have been portable appliance tested.

21. RISK ASSESSMENT

21.1 GENERAL RISK ASSESSMENT

General risk assessment will be coordinated by Charlotte Dennis, Headteacher, following LA guidance health and safety policies and procedures.

They will be responsible for ensuring risk assessment relating to jobs, locations, work equipment, chemicals and activities are produced by appropriate persons and appropriately communicated to staff and ensuring the actions required are implemented.

21.2 FIRE RISK ASSESSMENT

The Headteacher, is the Responsible Person under the Fire Safety Reform Order;

The Headteacher, is the Competent Person who holds an IOSH Managing Safely Certificate and has attended Fire Risk Assessor training and who is responsible for:

- ensuring a fire risk assessment is carried at regular intervals by a competent Fire Risk Assessor contractor;
- regularly reviewing the fire risk assessment.

21.3 COVID-19 RISK ASSESSMENT

Schools must comply with health and safety law and put in place proportionate control measures. Schools must regularly review and update their COVID-19 risk assessments, treating them as 'living documents', as the circumstances in your school and the public health advice changes. This includes having active arrangements in place to monitor whether the controls are effective and working as planned.

Some types of control are more effective at reducing COVID-19 risks than others. Risk reduction measures should be assessed in order of priority as set out below. The following steps are followed to address COVID-19 risks, considering for each risk whether there are measures in each step we can adopt before moving onto the next step.

1. Elimination: stop an activity that is not considered essential if there are risks attached.

2. Substitution: replace the activity with another that reduces the risk. Care is required to avoid introducing new hazards due to the substitution.
3. Engineering controls: design measures that help control or mitigate risk.
4. Administrative controls: identify and implement the procedures to improve safety (for example, markings on the floor, signage).
5. Having gone through this process, personal protective equipment (PPE) should be used in circumstances [where the guidance says it is required](#).

21.4 MANUAL HANDLING RISK ASSESSMENTS (LOADS)

Manual handling risk assessments will be carried out by Charlotte Dennis, following LA guidance and documentation. They will be responsible for ensuring any actions required are implemented, including training needs.

21.5 MOVING AND HANDLING RISK ASSESSMENTS (PEOPLE)

Moving and handling risk assessments will be carried out by Kate Robinson, SENDCo, following LA guidance and documentation.

They will be responsible for ensuring:

- assessments are regularly reviewed by an appropriate person and actions required are implemented;
- appropriate people attend
 - Paediatric Moving and Handling training/refresher training annually:
 - Load Risk Assessor training/refresher training annually

21.6 COMPUTERS AND WORKSTATION ASSESSMENTS

The Bursar, is responsible for identifying 'users' and ensuring workstation assessments are undertaken (Using HSE Guidelines) and any corrective action required implemented.

The following employees are classified as users of display screen equipment; they will be entitled to a regular eye test and spectacles if recommended by the optician for DSE use.

Employee Name	Job Title
Cathy Rogers	Bursar
Julia Owen	Administrative Officer
Charlotte Dennis	Headteacher
Rebecca Jones	Deputy Headteacher
Kate Robinson	SENDCo

21.7 VIOLENCE AND AGGRESSION TO STAFF

Assessments of the risks of violence and aggression to staff will be carried out by The Headteacher following LA guidance and documentation.

21.8 RISK ASSESSMENTS OF CURRICULUM ACTIVITIES

Risk Assessments for curriculum activities will be carried out by relevant staff using guidance from Bucks Grid for Learning, CLEAPSS, Association for Science Education (ASE), and Association for Physical Education (afPE), Buckinghamshire Councils Health and Safety Policies and other recognised sources of competent advice.

21.9 RISK ASSESSMENTS FOR HAZARDOUS SUBSTANCES

The Caretaker, is responsible for

- ensuring an inventory is kept of hazardous substances:
- COSHH data sheets are available and risk assessments are produced and regularly reviewed by appropriate persons for Science, Design Technology, Caretaking and Cleaning, Catering, Grounds Maintenance;
- ensuring that the assessments have been communicated to staff and ensuring the actions required including provision of training are implemented.

Inventories of hazardous substances used in the school are maintained by the following employees at the locations specified:

- | | |
|---------------------------|---------------|
| • Science | The Caretaker |
| • Design Technology | The Caretaker |
| • Art and Design | The Caretaker |
| • Caretaking and Cleaning | The Caretaker |

22. SAFE PLANT AND WORK EQUIPMENT

Plant and equipment will be inspected, maintained and, where necessary, tested by appropriate contractors appointed by the Governing Body /BC.

Any problems or defects regarding plant and equipment should be reported to The Caretaker.

The following equipment has been identified as likely to involve a specific risk to health and safety and its use, inspection and repair is therefore restricted to employees who have been appropriately trained.

22.1 CARETAKING AND CLEANING EQUIPMENT

The Caretaker is responsible for ensuring that

- caretaking and cleaning equipment is regularly inspected and maintained; this includes powered cleaning equipment, power and hand tools
- users/operators are trained and supervised;

The Caretaker has been authorised and trained to use caretaking and cleaning equipment.

22.2 CATERING EQUIPMENT (dough mixers, slicing machines, potato peelers etc) – Not applicable

22.3 GAS EQUIPMENT

The Caretaker is responsible for ensuring that gas equipment is serviced and maintained annually.

22.4 GROUNDS MAINTENANCE EQUIPMENT – Not applicable

22.5 LIFTS – Not applicable

22.6 MANUAL HANDLING EQUIPMENT (LOADS)

This includes equipment used for the manual handling of loads. The Caretaker is responsible for ensuring that manual handling equipment such as sack barrows, flat-bed, trolleys, pallet trucks etc are maintained in a safe condition.

22.7 MOVING AND HANDLING EQUIPMENT (PEOPLE) – Not applicable

22.8 WORKING AT HEIGHT - ACCESS EQUIPMENT

The Caretaker has overall responsibility for the selection, inspection, and maintenance of all access equipment, e.g. leaning ladders, stepladders, tower scaffolds, powered access equipment, fall arrest equipment.

The Bursar is responsible for ensuring appropriate training is provided, employees are appropriately supervised and that suitable risk assessments are carried out.

The Caretaker is responsible for inspecting access equipment and maintaining the Access Equipment Log (Ladder Log).

22.9 EQUIPMENT AND MACHINERY IN CURRICULUM AREAS

22.9.1 ART AND DESIGN EQUIPMENT (CERAMICS)

The kiln is not in use. If the need to use it again arises then we will ensure it is serviced by a competent contractor.

22.9.2 DESIGN AND TECHNOLOGY EQUIPMENT – Not applicable

22.9.3 PHYSICAL EDUCATION EQUIPMENT (PE)

The Bursar is responsible for ensuring that

- PE equipment is regularly inspected, maintained and serviced annually by a competent contractor;
- faulty equipment is taken out of use and repaired or removed;
- cleaning schedule for gym and sports hall floors is implemented.

22.9.4 SCIENCE – Not applicable

22.9.5 STAGE LIGHTING

The Bursar, is responsible for ensuring that

- stage lighting equipment is regularly inspected, and portable appliance tested at appropriate intervals by a competent contractor.

23. RADIOACTIVE SOURCES – Not applicable

24. SEVERE WEATHER

The Caretaker, is responsible for making arrangements to ensure safe access and egress during adverse weather, e.g. snow and ice.

The Caretaker, is responsible for clearing and gritting appropriate pedestrian and vehicle routes on the site.

25. SITE SAFETY, HOUSE KEEPING AND WASTE MANAGEMENT

25.1 SITE SAFETY

All employees and governors must report any hazards to The Caretaker who will arrange for repairs or action to remove hazard.

25.2 LOCATIONS OF MAIN SERVICE ISOLATION POINTS

The locations of the positions of all main service isolation points are as follows:

Water	Boiler House
Electricity	Boiler House
Gas	Boiler House

25.3 HOUSEKEEPING

All staff are responsible for ensuring the good housekeeping of their own workrooms, for example, offices, classrooms storage areas.

25.4 CLEANING ARRANGEMENTS

All members of staff are responsible for clearing up spillages, which occur whilst they are in charge of the area concerned. Other spillages, leaks or wet floors should be reported to The Caretaker who will arrange for them to be cleared.

The school will be cleaned by: the Caretaker and Cleaners every day at 3:30 pm. Staff should avoid areas where floors have been wet mopped.

Spill kits are kept in the Boiler House

25.5 WASTE MANAGEMENT

Rubbish awaiting collection must never be left where it obstructs escape routes or could aid the production and spread of fire and smoke.

The Caretaker is responsible for arranging safe disposal of hazardous, special and/or clinical waste.

The Caretaker is responsible for ensuring

- waste is collected daily and stored in appropriately sited secure containers;
- waste containers are secured in either a compound or by being chained.

26. SITE SECURITY AND VISITORS

All visitors must report to Main School Reception where they will be asked to sign using our electronic sign in system and wear a visitors lanyard at all times.

Other arrangements to ensure the security of pupils and employees on site are:

- The Back Gate and the blue gates are unlocked at 8.40 am
- Back gate and the blue gates are locked at 9:00 am and re-opened at 3:10 pm
- The Back Gate and the blue gates are locked after school clubs have finished
- CCTV cameras are installed overlooking main entrance, nursery entrance, school field and old swimming pool area.

The Caretaker is responsible for unlocking and locking the building, arming and disarming security alarms etc. Wraparound care provider, Quackers, do this if they are the last to leave the building .Other key holders can secure the building if they are the last to leave.

27. SMOKING

The Headteacher, will ensure that

- all persons coming onto the school site understand that smoking is prohibited including the grounds and in school vehicles;
- no smoking signs are displayed at the entrance to the school;
- information on the no smoking policy is included in the lettings policy.

28. SUPPORTING PUPILS WITH MEDICAL CONDITIONS

The SENDco, is responsible for writing or adopting BC Model Policy for Supporting Pupils with Medical Conditions following the statutory guidance issued by the DfE.

The Administrative Officer, is the accountable person for implementing the school's policy on Supporting Pupils with Medical Conditions. She is responsible for

- keeping a log of pupil's medication;
- ensuring medication remains in date;
- ensuring consent forms are completed

The First Aid Champion, is responsible for undertaking and reviewing Individual Health Care Plans.

The First Aid Champion, is responsible for compiling an inventory of pupils who have been diagnosed with asthma or have been prescribed a salbutamol inhaler and for management of controlled drugs following guidance and documentation.

For further guidance refer to section 8.9 health and safety policies and procedures

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

29. SWIMMING – *Not Applicable*

30. TEAM TEACH – *Not applicable*

31. VEHICLES – *Not applicable*

31.1 On-Site Vehicle Movements

The segregation of traffic and pedestrians will be controlled by the following measures: Grounds Maintenance vehicles will only drive across to the field when all pupils are inside the building or children are not present on the school site.

Then main gate will be closed at 8.30 am and will remain closed all day. Any visitors driving onto the school will ensure they close the main gate behind them.

32. WORK EXPERIENCE

The Headteacher, is responsible for

- co-ordinating work experience placements;
- ensuring risk assessments are completed by the employer;
- ensuring students are visited in their placements;

33. REVIEW OF POLICY

This policy will be reviewed annually.