

HEALTH & SAFETY POLICY

incorporating

HEALTH SAFETY AND WELFARE



Oakmeadow CE Primary and Nursery School

Reviewed – Autumn 2019

To be reviewed Autumn 20

Note: This Health and Safety policy is based on guidance from the Local Authority. It refers to the detailed advice available on School Net and Shropshire Learning Gateway.

This is an example of a typical policy. Each school needs to identify what is appropriate for their school.

Governors/Headteachers need to identify those staff with Health and Safety responsibilities and ensure the level of their duties are detailed within this policy.

All staff should be able to access the information and notify the Headteacher if they cannot.

In order to carry out the policy effectively, the School Governors and Headteachers will seek cooperation, through consultation and involvement of all employees; bring the policy to the attention of visitors; keep abreast of legislation and monitor performance on a regular basis.

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1. School Health and Safety Policy Statement

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

In carrying out the above policy effectively the Governors and Headteacher, within the ethos of self-regulation, undertake so far as is reasonably practicable to:-

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

In addition to assist in the proper implementation of this policy the Governors and Headteacher will;

- keep abreast of legislation by ensuring adequate and appropriate advice through persons competent in health and safety matters and provide the necessary resources to ensure effective safety management. This will include monitoring health and safety performance on a regular basis with regards to places of work, work activities and, where necessary, contractor activities as well as keeping records;
- bring this policy statement and relevant safety arrangements not only to the attention of all employees, but other persons affected by the school's activities. The policy statement, organisation and arrangements will be reviewed and amended as often as necessary.

2. Health and Safety Representatives and Organisation

TITLE	NAME
Chairman of Governors	KEITH WINTER
School Governors	JOHN HITCHING(Working party lead on H & S)
Headteacher	CARLA WHELAN
Lunch time supervisor	LAUREN PRICE/EMMA STEVENSON/ JESSICA EVANS
School Health and Safety Coordinator	MARTYN SMITH: FACILITIES MANAGER ELAINE FLETCHER: BUSINESS MANAGER
Cleaner	TONY HEATH: CARETAKER
Lunch time server	SHIRE CATERING

Health, Safety and Welfare Advice and Training

Lead Health and Safety Officer for Schools - Shelley Reid

01743 252819

Crime Prevention Officer - Ian Bartlett

01743 255685

Fire Control/Emergency Evacuation

Fire Safety Officer Shropshire Council

01743 255684

Reporting and Recording of Accidents etc

All records to be seen by C WHELAN

Health and Safety (First-Aid) Regulations 1981

LIST AVAILABLE AT MAIN OFFICE

Educational Visits and Risk Assessments Co-ordinator (EVC)

C WHELAN (lead)

L JONES (support)

S HILL (support)

Asbestos and Legionnaires Coordinator

C WHELAN/ M SMITH

Portable Electrical Appliance Testing Nominated Co-ordinator

M SMITH

Control of Substances Hazardous to Health Assessment Co-ordinator

M SMITH

3. Responsibilities of Nominated Personnel

3.1 School Governors

- will be responsible in conjunction with the Headteacher to ensure formulation, reviewing and subsequent amendment to the School Health and Safety Policy consisting of a Statement of Intent, Organisation and Arrangements sections
- will ensure the Health and safety Policy is translated into effective action at all levels within the school
- will ensure that the Health and Safety Legislation, Codes of Practice and Guidance together with school rules are implemented and that staff and pupils are operating safe working practices
- will ensure that Health and Safety is put on the agenda of every main governor's meeting
- in liaison with the Headteacher, will ensure that professional health and safety advice is available in liaison with the Headteacher, will ensure that there is a nominated Health and Safety Coordinator/Officer appointed for the school premises
- will make adequate financial provision for enabling the policy to be put into effect
- will ensure the effectiveness of the policy and the safety performance of the school is monitored on a regular basis
- will ensure the health and safety policy is amended whenever necessary
- will promote a positive culture and an interest in health and safety matters throughout the school
- will nominate a Governor to sit on the Safer School Initiative Committee
- will ensure that the Fire Risk Assessment is reviewed annually in conjunction with the Headteacher
- will ensure the Asbestos Management Plan is completed on receipt of the Asbestos Survey Report in conjunction with the Headteacher

3.2 The Headteacher

- will be responsible for the implementation of the Health and Safety Policy and will liaise with the Governors to ensure full compliance with all its requirements
- will appoint persons as listed in the organisation section of the policy so as to deal with the day to day issues on Health, Safety and Welfare
- will periodically review the policy and draft amendments to it whenever necessary
- will monitor the safety performance of the school and take such steps as may be necessary to improve performance
- will ensure that all employees are supplied/have access to with a copy of the statement and are aware of their responsibilities as determined by the policy, particularly those parts of the policy which affect them or the responsibilities that are allocated to their position
- will ensure that effective channels of communication and consultation with staff and safety representatives are maintained
- will be responsible for formulating and implementation of the health and safety training policy for staff, in order for them to undertake their work safely
- will ensure that a suitable and sufficient assessment of risks to the health and safety of all persons on the school premises are carried out. The assessments are recorded, together with the significant findings of the assessment and any group of employees identified as being especially at risk
- will promote a positive culture and an interest in health and safety matters throughout the school
- will ensure that appropriate staff liaise with subject advisers and health and safety officer/coordinator on health and safety matters
- will provide ongoing recommendations and present an annual report on Health and Safety to the Governing Body.

- will be responsible for dealing with visits from the Health and Safety Executive Inspectorate. Inspectors do not have to make an appointment to visit and inspect premises and have extensive powers under section 20 of the Health and Safety at Work Act.
- will be responsible for ensuring that the Fire Risk Assessment has been completed and is reviewed Annually
- will be responsible for ensuring that the Asbestos Survey Report is reviewed on receipt from Property Services and an Asbestos Management Plan is completed and reviewed annually.

3.3 The School Health and Safety Co-ordinator

- will create a positive approach to accident prevention and the health and safety of staff, pupils and others on the school premises
- will carry out investigations and periodically inspect the premises and activities in order to determine whether the law is being complied with and whether the highest standards of health, safety and welfare, which it is reasonably practicable to attain, are being achieved
- will initiate and maintain positive measures to raise the level of health and safety performance; this includes the organisation of periodic fire drills and all necessary checks to safety equipment (Fire Extinguishers, First Aid Kits, Electrical Equipment etc,) working with the School Administrator
- will ensure that all electrical leads and plugs are regularly checked. All staff, however, must satisfy themselves that equipment is safe at the time of use. In particular they should check electrical leads for evidence of damage and plugs to ensure they are tightly fitting. Any defects should be notified to the Headteacher, Facilities Manager or school business manager as soon as possible and a note made in the Defects Book for subsequent repair by a competent person. The Facilities Manager will be responsible for checking items of electrical equipment. Shire services will maintain the cleaning equipment.
- will liaise with outside Health and Safety Advisers (e.g. Corporate Health and Safety Officer), Enforcement Authorities (Health and Safety Executive and Environmental Health Officers etc), The Fire Prevention Officer, etc.
- will ensure that they are conversant with current legislation affecting Health, Safety and Welfare of staff, pupils and others.
- health and safety issues which are dealt with by the appointed School Health and Safety Co-ordinator, may seek expert advice from the Corporate Health and Safety Team at Shirehall when required.

3.4: NOT APPLICABLE TO PRIMARY

3.5 Teaching Staff

- will, notwithstanding their individual functions, take reasonable care of their own health and safety and that of the pupils and others who may be affected by what they do;
- will co-operate with school management on matters of health and safety and will not interfere with or misuse anything provided in the interest of health and safety;
- will take special care in matters of health and safety if they teach in laboratories, workshops or other potentially hazardous areas and be aware of specific guidelines contained in Local Authority technical papers, and in specialist publications from bodies such as the CLEAPPS, DATA, the Association of Science Education and BAALPE (British Association of Advisors and Lecturers Physical Education)
- will report all accidents, dangerous occurrences and potentially dangerous practices and situations to Management\Health and Safety Coordinator etc. as appropriate.

3.6 Support Staff

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

3.7 FACILITIES MANAGER/ CARETAKER

- will ensure that staff under his immediate control are familiar with those parts of the Health and Safety Policy which affect them or the activities in which they are engaged;
- will arrange for all levels of staff under his immediate control to receive, where necessary, adequate and appropriate training and information in health and safety matters;
- will identify health and safety repairs and put into operation as necessary emergency work required to ensure the health and safety of staff, pupils and others;
- will maintain plans, schedules and other data relating to the maintenance and building alterations as they affect health and safety issues;
- will liaise with Property Services alongside grounds coordinator/ outside bodies on matters of health and safety relating to electricity, gas, water supplies (*understand the chlorination/testing of the water systems, be familiar with the legionnaires log*), waste disposal, safe access of pedestrians and vehicles, building regulations and planning;
- will be able to manage asbestos in the building and be familiar with the Asbestos Register.
- will ensure that the school transport system includes sufficient funding for safety repairs to be carried out where necessary and be maintained in a safe condition;
- will promote a positive culture and an interest in health and safety matters throughout the school.

4. FPSSP COMMITTEE

Terms of reference

- In conjunction with the Headteacher to monitor and generally keep under review, the state of repair of the school buildings. To assist with this, establish any necessary reporting systems to allow staff, pupils and others where appropriate to bring to the attention of the Headteacher or the Committee any items of concern.
- With the Headteacher, liaise, as appropriate, with the School's Building Surveyor over the establishment of the list of necessary repairs and maintenance items to be undertaken.
- To, in conjunction with the Headteacher, initiate any necessary emergency repairs that may arise from time to time, e.g. following break-ins, vandalism etc.
- To consider and recommend to the full Governing Body any desirable improvement projects that might form the subject of bids, for resourcing, from Shropshire Council or from school funds in connection with this to obtain any necessary estimates and feasibility studies.
- To be responsible for the co-ordination and successful completion of any self help projects approved by the Governing Body.
- To draft for full Governing Body approval a written Health and Safety Policy for the School.
- To monitor and keep under review the Governing Body's Health and Safety Policy making recommendations for amendments or modifications as appropriate.

- To, in conjunction with the Headteacher, make sure buildings, equipment and materials are safe and no risk to health, reporting or making recommendations to the full Governing Body as is appropriate.
- To recommend to the full Governing Body the setting up of procedures for implementing the Health and Safety Policy and thereafter ensuring those procedures are followed.
- To make arrangements and establish any necessary procedures to ensure that the school site is kept free from litter and refuse.
- To ensure that all security measures and procedures, including signage and lighting are in place.

Membership

- The school has a health and safety committee formed which is joined with the finance and personnel (**known as Finance, Personnel, safety, security and premises committee**) (**with Governors**) and the Headteacher ex officio Members of the committee, other than the ex officio member shall be reviewed annually at the Autumn Term Meeting of the Governing Body.
- The committee shall appoint its own chair at its first meeting in each academic year.
- The Headteacher, any teacher Governor, or anyone else employed at the school appointed to the committee shall not be chair.
- In the event of a vacancy arising on the Committee, a successor shall be appointed by the Governing Body at its next meeting following receipt of the resignation.
- The Governing Body will appoint the Clerk who shall not be the Headteacher.

Quorum

The quorum for any meeting shall be 4 members.

Meetings

The Committee will meet at least 4 times a year to fulfil its responsibilities and to meet any prescribed deadlines.

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

6. School Health and Safety Policy Arrangements

6.1 Access on to and exit from the school site

The school premises is organised in such a way as to ensure that pedestrian and restricted traffic can circulate in a safe manner. Signs and lines have been put in place for designated parking e.g. staff, visitors. Barriers are in place to ensure children cannot come into contact with the vehicles when walking along the foot paths.

Letters will be sent to parents/carers/guardians to inform them of the procedures at the beginning of the term and whenever necessary to ensure they only park in the appropriate bays and do not block the entrances. Parents/carers/guardians are responsible for their children until handed over at the door.

6.2 Accidents and reporting

The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1985 (RIDDOR) require that Employers report:

- all fatal and specified major injuries,
- any injuries that result in an employee not being able to work for more than 7 days,
- or any injury which results in a person being admitted to hospital for more than 24 hours.

The regulations relate to any employee or other person within the school or engaged upon an activity arranged by the school e.g. pupils, visitors, service user, volunteers, contractors, agency, work experience

The Corporate Accident Reporting System (CARS) form must be used. Under the requirements of the Regulations, when someone dies or suffers a specified major injury or condition, or there is a dangerous occurrence, as defined in the Regulations. The Nominated Person must immediately notify Shropshire Council's Corporate Health and Safety Team by the quickest practicable means during office hours telephone number 01743 252819. The Health and Safety Team will report the incident to the Health and Safety Executive (HSE). The incident must be confirmed in writing within 48 hours using the Council Accident Report Form (CARS).

Reporting an Incident out of hours. It will be necessary to contact the Health and Safety Executive Incident Contact Centre directly. Either by phone (0845 30009923) or go online. Instructions are available on the back of the white sheet of the CARS form.

If there is any uncertainty to what needs reporting staff can contact the Corporate Health and Safety Team for advice and support 01743 252819. Staff should be aware that in the event of a serious accident/injury the Corporate Health and Safety Team may need to investigate the incident. Therefore it is advisable to take witness statements and photos of the site of the incident as soon as possible while it is still fresh in everyone's mind.

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

- **The Pink copy is retained for the school files in the Administrator's office,**
- **The Yellow and White copy must be sent to the Corporate Health and Safety Team, Shirehall, Shrewsbury.**

In addition to the completion of the appropriate form, it is useful to ensure that a note of all telephone notifications are made, including:-

- the time of the call
- the name of the caller
- what details were given of the event being notified

Also see section 6.10 for recording minor injuries and first aid treatment.

Reviewing accidents

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

STAFF must be aware of the following:

- Parents are advised of incidents in writing by means of a note where deemed necessary. Details of the injury, time and date must be included, this is essential for head injuries. Parent slips are kept by the accident book in the administrator's office.
- Children's allergies are permanently on view to staff and supply teachers on the register sheet.

6.3 Asbestos

Staff will be made aware of the areas in the School where there is known asbestos. This is to ensure they understand how it is being managed and what to do in the event of an emergency.

Staff will be made aware that they must not disturb areas where there is known asbestos. If there are any doubts/concerns they must contact the Headteacher and/or Site Manager.

The Asbestos Register is kept in the school main office and will be given to all contractors that will/or could potentially disturb the fabric of the building (Normally the only Contractors that do not sign are from Waterchem.) The Asbestos Management plan is located in the front of the register.

6.4 Bad weather contingency plans See 'Critical Incident Plan'

Site staff will be responsible for ensuring the site remains in a *good and safe condition* and they will follow the procedures for gritting the site during icy and snowy conditions (see ice policy). Staff must stick to the appropriate routes during icy/snowy conditions because some areas may not have been gritted. Staff will be notified of these areas and/or they will be cordoned off.

6.5 Confidential Counselling Service

The school acknowledges that the Local Authority provides a confidential counselling service for all staff. Governors commend the use of this service to staff. Staff can find out more details through the Children and Young People's Services – Human Resources Department.

6.6 Contractors

All contractors working on the school premises are to report to the school office prior to starting work. They must read and sign the red ASBESTOS book and will be expected to operate within the guidelines set.

All contractors will be informed of the School's emergency procedures.

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

The above will be arranged prior to work commencing and during the work activity as appropriate, i.e. provision will need to be made for emergency discussions to address unforeseen developments e.g. the work may take longer than planned and new safety arrangements may need to be made.

(Clearly, it is not necessary to go to such elaborate lengths where the contract is very short and will not cause hazards of any significance. The complexity of the arrangements must be directly proportional to the risks and consequence of failure).

School safety arrangements regarding contractors

Shropshire Council assess the safety credentials of a contractor and these contractors will be listed on the approved list. CHAS registered. This list must be checked before awarding the work.

The following are factors will be considered as part of the safety vetting procedure:

- details of current relevant issues, supported by documentation where necessary;
- sight of the contractor's own safety policy (where they employ five or more employees - as required by Section 2 of Health and Safety at Work etc, Act 1974), method statements, permits to work etc., as applicable;
- confirmation that the contractor agrees to work in accordance with the School's Health and Safety Policy and arrangements, and the health and safety requirements are laid down in the contract;
- clarification of the responsibility for provisions of first aid and fire fighting equipment;
- details of articles and hazardous substances intended to be brought onto site, including any arrangements for safe transportation, handling, use, storage and disposal;
- details of plant and equipment brought onto site, including arrangements for storage, use, maintenance and inspection;
- clarification for supervision and regular communication during work, including arrangements for reporting problems or stopping work in cases where there is a serious risk of personal injury, imminent danger to employees and others, and possible damage to plant and buildings;
- arrangements for suitable working times and segregation of school activities from the contractors work areas;
- confirmation that all workers are suitably qualified and competent for the work (including a requirement for sight of evidence where relevant).

(N.B. All contractors onto site should be notified of the details of fire, evacuation procedures, first aid and reporting an incident. Fire arrangements and evacuation procedures must be given to all visitors who come onto the site).

6.7 Control of Substances hazardous to Health (COSHH)

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

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

- identify and control these substances, minimising the risk of exposure to staff and others.
- ensure staff are aware that certain substances are hazardous to health.
- ensure All users are informed, trained and instructed in the safe use of these substances and have access to the COSHH assessments.
- ensure staff are informed to read labels and instructions, practise sensible, safe working habits and follow and understand the emergency procedures.
- ensure equipment is used as instructed.
- ensure personnel protective equipment/clothing is available and used when required (See Section 5.16 PPE.)

All Staff must be:

- alert to the potential dangers of allowing pupils to bring their own pens into school. Spirit based items are not allowed.
- The use of solvent based "Tippex" will be controlled by the school office.

- Aware that they have a responsibility for reporting hazards, potential hazards and "near misses" to the Facilities Manager and Headteacher.

Legislation

The Control of Substances Hazardous to Health Regulations require detailed information on hazardous substances and these can be found in the COSHH assessment file kept in the Staff room/on line Shropshire Learning Gateway.

(N.B. Substances used by Shire Services Cleaning or Catering staff [or other contractors] will be controlled by their respective departments who will ensure that the assessments are carried out and staff informed, trained and instructed. The Headteacher or delegated responsible person will need to ensure that these documents are in place and up-to-date on a regular basis).

6.8 Display Screen equipment – (visual display users)

Staff who use computers including laptops must ascertain whether they are classed as users. (e.g. use a computer/laptop for 1 hour or more at any one time during their working day). Staff who are classified as a user must undertake a workstation risk assessment.

Speak to the Administrator/Business Manager who will be able to give you a copy of the self assessment and run through the procedure.

6.9 Fire Safety

The Fire Risk assessment is sited in the main office. This is reviewed on an annual basis unless there are significant changes before this. An assessment on the risks of fire is carried out Business Manager, Facilities Manager and Head. As a result of the assessment, if any precautions are identified the school treats them with high priority.

Notices of fire procedures are fixed to visible sites around the school and in every classroom. Emergency exit doors and routes *are kept clear at all times* and not obstructed by random storage at any time. All fire doors are kept permanently unlocked while the premises are in use.

The Facilities Manager/ Caretaker checks all firefighting and detection equipment to ensure they are within the "use by" date as is the statutory requirement. In addition there is an annual check of all fire extinguishers by the Facilities Manager/ caretaker and an external fire officer..

The fire alarms are tested weekly by Facilities Manager and logged and emergency lighting monthly as required by Regulatory Reform (Fire Safety) Order and the associated KYSIB guidance. Records are kept in the book found in the main office.

Notices around school have the following information.

FIRE ALARM / EMERGENCY THREAT INSTRUCTIONS:

IF YOU DISCOVER A FIRE

Press the fire alarm nearest to where you are:

1. The alarm will sound.
2. Pupils and staff will walk out of school by the nearest safe exit
3. Classes line up. **ASSEMBLY IN THE MUGA/SPORTS AREA**
4. Administrators to take Attendance Registers outside and teachers to check all children in their classes are out of the building. Named people will check the toilets and restroom bring out registers if the bell
5. **DO NOT PANIC.** Walk quickly and quietly in line, **DO NOT** return to the classroom or cloakroom to pick up personal belongings.
6. Await further instruction before returning to the building.
7. If it is a bomb alert (same as fire alarm) **COLLECT** personal belongings if safe to do so before leaving the building.
8. The assembly point in the event of a bomb is at the bottom of the sports field in front of the Green gates.

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

- In the case of a fire, the first requirement is for staff to ensure the safe evacuation of all persons from the building to the safe places indicated on the fire procedures notices. The primary responsibility of class teachers remains to evacuate the premises, which should NOT then be re-entered.
- The Fire Brigade will be summoned by administrator staff but in circumstances where the Administrator is not at school, once everyone has safely left the building and moved to a place of safety. A delegated member of staff will ensure that the Fire Brigade is summoned.
- Fire wardens will sweep their designated areas and report to the 'Person in Charge'
- All attendance registers will be properly marked for the morning and afternoon sessions. Members of the teaching staff will take their registers with them on evacuating the premises.
- A roll call will be taken when all have reached the place of safety.
- All visitors/contractors report their presence on site to administrator and sign in using the electronic signing in system. Visitors are made aware of the fire precautions. Reception staff must remind visitors to read the emergency arrangements.
- Staff or others taking after school clubs must ensure they are familiar with the fire precautions.
- The school premises are organised in such a way as to ensure that adults and children can circulate in a safe manner.
- All access routes will be maintained in a safe condition and be free from obstructions. So far as reasonably practicable any hole, slope, uneven or slippery surface which is likely to cause a person to slip, trip or fall preventing them getting out of the building safety will be repaired.

6.10 First Aid

The school will ensure that, adequate and appropriate facilities are provided to enable first aid to be rendered to staff and pupils should they be injured or become ill. A risk assessment has been undertaken to ensure the provision is suitable for the school at all times including out of normal working hours and on visits and journeys.

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

The school seeks to ensure that at least 2 members of staff has received training on a first aid course and two other members of staff have the additional paediatric training. A list of staff who are first aid trained is displayed in the main school reception.

First Aid Facilities

- The first aid boxes are placed in clearly identified and accessible locations:
 - a) by the staff room, b) In the kitchen by the hall, C) IN KS1 and KS2.
- Each first aid box contains a list of required first aid items and sufficient quantities of suitable first aid material and nothing else. Contents of the box will be replenished as soon as possible after use in order to ensure there is always adequate supply of all materials. (Additional supplies are stored in the locked cupboard in the medical room)
- Disposable plastic gloves (**we avoid using latex gloves because some people suffer from an allergic reaction**) will be provided in the first aid box which will be properly stored and checked regularly to ensure that they remain in good condition.
- Notices are posted in prominent positions throughout the school giving locations of first aid equipment and the names of the first aiders.

Recording First Aid Treatment

Records of all incidents treated will be made in the accident/Incident exercise book for pupils/students for events that do not arise out of a fault of the premise/activity etc. All other incidents will be recorded on the CARS forms and the pink copies of the CARS forms will be kept in the locked filing cabinet in the Administrator's office. See section 6.2 for further information on accident/incident reporting.

Administration of Medicines

First Aid does not include administering medicines to children. Staff will require additional training and consent to administer medicines e.g. insulin, use of an epi-pen etc. This will only be after full consultation with the parents.

Staff can be with the child as the child administers their own medicine. Any member of staff witnessing the child taking their medicine must sign a **form** to confirm this. Medication will only be allowed if prescribed medication. If it is bought medication- parents will need to come into school to administer this to their children daily.

Where ever possible 2 members of staff will be present especially when having to administer the medication.

Medicines are kept in the locked cupboard (medical area-meetings room) or can be found stored in the fridge in the main office if required to be refrigerated. Shropshire Council's 'Medical Arrangements, Guidelines and Procedures for Shropshire Schools' are followed. Staff can access the full document on the Shropshire Learning Gateway for further information.

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

6.11 Housekeeping

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

- Staff should ensure that all spillages will be cleaned up immediately with safe disposal of the waste. If there is a large spillage the Facilities Manager should be contacted to assist.
- All rubbish and waste paper will be disposed of every day so as to minimise the amount of combustible material in case of a fire.
- All storage areas will be kept orderly, safe and provided with easy access.
- The school premises will be cleaned to an acceptable standard on a daily basis by the Schools Cleaning Staff.
- Hygiene standards are of the highest attainable by all staff serving dinners.
- All school staff are responsible on a daily basis for reporting Health and Safety issues to the Headteacher/person with delegated responsibilities for health and safety.

6.12 Lone Working

Working Alone – (wherever possible this must be avoided.)

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

In such circumstances, the school will assess the risk to these individuals and introduce suitable controls to ensure that all risks are minimised. A copy of the procedures introduced to control these risks will be available from the Head and information is in the staff handbook.

Any staff wishing to work outside normal school hours must have prior agreement/permission from Headteacher.

Also see section 5.20 for school security and staff/governors responding to call-outs

6.13 Manual Handling

The school recognises that manual handling does take place within the school and that the movement of heavy and awkward loads can contribute to significant workplace injuries. Therefore it is a requirement at staff induction that manual handling will be identified within the tasks/activities undertaken by the individual and training will be provided.

A specific manual handling risk assessment will be undertaken for the task/activity and reviewed regularly. Training will be refreshed every 3 years unless it is deemed necessary to undertake the training more frequently.

Those staff who undertake manual handling will be familiar with the risk assessment process and read the completed risk assessments and follow the control measures at all times.

General manual handling guidance for all staff

To avoid manual handling injuries you should ensure you follow the basic manual handling procedures:

- Plan the lift before you start
- Assess the load – if it is awkward or heavy, is there a mechanical aid to use e.g. trolley or will it require a second person to help.
- Ensure the route you are going to take is the most direct, clear from obstruction and as flat as is possible. When you off-load the object make sure the area is clear for you to do so.
- When lifting bend your knees and keep your back straight, feet apart and angled out and ensure the load is held close to the body and firmly.
- Lift smoothly and slowly and avoid twisted, stretching and reaching where practicable. See pictures of correct procedures in **Appendix 3**.

6.14 Mini-bus use

- The School follows the guidance from Shropshire Council and all staff have been made aware of the guidance which can be accessed on the Shropshire Learning Gateway.
The mini-bus is (*Certificated to Public Service Vehicle (PSV) standards/or operated under Section 19 Permit legislation*). It will only driven by persons who have successfully completed the 'Minibus Driving Assessment Scheme' (MIDAS) arranged by Integrated Transport.
- Staff who have taken the Shropshire Council's test to drive children in the mini bus. and qualified to drive mini buses at present are: M SMITH / A BROADHURST / C WHELAN / L OLIVER
- Staff who drive the minibus must carry out ***the pre-use checks and fill in the log book***.

(N.B. The law on driver licensing no longer permits car drivers who pass their test after 1 January 1997 to drive mini-buses without a Passenger Carrying Vehicle(PCV) driving test or unless they are driving under a Section 19 Permit. This does not apply to earlier licence holders who are over 21 years of age.)

- Teachers, parents and others who drive pupils in their own private cars will ensure their passengers' safety by confirming the vehicle is roadworthy, and they have an appropriate licence and insurance cover for carrying the pupils. Volunteers will be carefully vetted by the school before they are permitted to drive pupils in their cars. The Headteacher will request assurances as necessary. This will be encompassed in the risk assessment for trips where necessary.
- The driver is responsible for making sure that pupils have a seat belt and use it at all times and if necessary use booster pads. Staff hiring a minibus or other vehicle must make sure pupils wear seat belts at all times. Vehicles without seat belts will not be used.
- Parents' agreement will be sought (on the consent form for the visit/journey) for their children to be carried in other parents', volunteers' or other pupils' cars. Parents, volunteers or other pupils driving pupils will not be allowed to be alone with a pupil. The party leader will arrange a central dropping point for all pupils rather than individual home drops.

6.15 Out of Hours use of school premises

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

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

There will be control over the number of persons attending functions at the school to ensure it complies with the details in the Fire risk assessment. If necessary further advice will be sought from the Fire Safety Officer details are in Section 2.

Events and entertainment programmes will be scrutinised beforehand with regard to licensing and the above mentioned procedures. Hirers of the building will be given written emergency procedures they have to comply with and sign to agree to follow the procedures.

(Staff should be aware of the Shropshire Council guidance for Extended Schools which includes additional health and safety measures that are necessary. It is available on Shropshire Learning Gateway).

6.16 Parental/Adult Help

- All parents and adults must be CRB checked if they offer to help with clubs, transport or any other school activity.
- When using their own car they must prove that their insurance is validated to take children on school business and the car is road worthy, taxed and MOT where appropriate.

6.17 Personal Protective equipment (PPE)

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

PPE will be provided to staff or pupils as necessary when identified during the assessment of the task/activity risk or COSHH assessment. This could be eye protection, hearing protection, gloves, high visibility wear, helmets and footwear.

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

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

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

6.18 Play equipment (indoor and outdoors).

All play equipment must be used in accordance to the manufacturers/installers instructions.

All new pupils are given an induction on the equipment before they first use it. Within a week of entering school by the class teacher.

Staff rota for playground duties is on staff notice board. ***All staff when on duty must visually check the play equipment before the pupils use it and check that the weather conditions are favourable.*** Deputy Head teacher to make the final decision for the equipment to be used.

Indoor and outdoor play equipment weekly/quarterly inspections are undertaken by M Smith Facilities Manager. Records of the inspections are recorded and documents/book – main office
Annual inspections are undertaken by 'ROSPA' report kept in main office.

For further information and details of the checks required see section 4.50 play equipment safety arrangements on the Shropshire Learning Gateway.

6.19 Portable electrical appliance testing

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

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

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

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

All staff will be informed/instructed to visually check the electrical equipment before use e.g. checks on the casing/plug not cracked/in date etc.

All hard wired electrical instalments are maintained by Property Services Shropshire Council at least every 5 years unless changes have occurred.

6.20 Risk Assessment

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

All significant risks will be recorded on the approved Shropshire Council risk assessment which will be updated annually unless changes occur before the said time and the assessment will be reviewed and amended. The relevant staff will be made fully aware of any risks or additional control measures required which have been brought about by the changes.

- Risk assessments will be carried out before every educational visit unless one is available. It will be reviewed to ensure nothing has changed since the last visit.
- All P.E. activities have been risk assessed including the use of the outdoor play equipment.
- Arthog Outdoor Education Centre does its own risk assessment which staff are familiar with. Pioneer Centre. They will check the control measures to ensure they correspond with the school risk assessment.

For staff who do not feel confident to undertake a risk assessment there is additional guidance in Appendix 2. Otherwise the member of staff can discuss this with their Line Manager/Head of Department and arrange to go on a training course provided by Shropshire Council Training Unit.

6.21 School Security (Safeguarding)

Refer to the SAFER SCHOOL INITIATIVE CRITERIA.

This will be monitored at least annually by Shropshire Council's Crime Prevention Officer and the Health and Safety committee.

- Gates are locked at the same time each day in the morning at 9.20 am and after school at 3.30 pm. After which time access to school is through the main entrance.
- Admin monitors those that come to the door at reception before deciding who to let into the building.
- All visitors sign in and out and wear badges of identification or a visitor's badge.
- The main doors have good locking mechanisms.
- The hall and school are alarmed.
- All senior staff, Facilities Manager and key staff have a set of keys to access the school at any time. They can also activate the school's electronic security system. The Facilities Manager & School Business Manager has a full inventory of key holders and keys that have been allocated.
- Anyone working with or giving lifts to the children has been CRB checked.
- All electrical devices are annually tested. (See check list and finance sheets)
- Fire drills take place every half term. Details are recorded and notes made of any problems needing remedying.
- All staff have been made aware of the Health and Safety at Work Act 1974, and associated legislation through a poster in the staff room.
- A HSE Health and Safety Poster will be displayed in a prominent position

The Facilities Manager and Caretaker is responsible for the security of the school at the end of the day by ensuring that doors, windows, skylights etc are secured.

All staff have responsibilities for ensuring their classroom windows are shut and lights and computers are switched off at the end of the day

Responding to call outs

(School Staff who are nominated or identified as out of hour's key holders will sometimes be required to attend site along with Taybar Security following the activation of the alarm and must follow set procedures. They will not know what situation they will find and consequently systems need to be established to reduce the potential for them to be harmed.)

The systems that are in place are: Security Wise & Taybar Security Service

C WHELAN, M SMITH, E FLETCHER are the school's nominated representatives who will respond in the event of an out-of-hours call out or see section 2.

The school have assessed the risks to these individuals and introduce suitable control measures to ensure that all risks are minimised e.g. All nominated staff have been trained in violence and aggression.

Call out arrangements

The school has introduced call out arrangements that will reduce the possibility of injury to staff and which ensures that if an incident occurs support will be provided. We have a 12 month Contact with Taybar security.

If alarm is activated then the Facilities Manager/Head will attend making a judgement on the following needs:

a) Police Attendance –

In any call out situation it is preferable to meet the police on site before entering the site. This ensures that there will be at least two people present on site and with a direct link to support, e.g. police radio, should it be required.

b) Security Firm Personnel Attending –

Taybar contact the named person if alarm activates and why.

c) Lone person attends –The Facilities Manager or Head keeps in contact with the other named person or chair of Governors and that person will take steps to contact police should the individual not return at a given time on arrival at site, at regular intervals whilst on site, when leaving site and when arriving safely at home. Also see section 5.12 Lone Working.

Taybar will be first on site, no employee will enter a building alone (No employee is expected to enter a building where it is believed there is a significant risk).

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

6.22 Supervision of pupil's arrangements

The school will be open from 7:50am to 5:45pm pm on weekdays during term times for pupils. Between these times supervision will be provided. Pupils will not be allowed on site outside these times. Parents are informed of the details of the school arrangement at the beginning of the school year and reminders sent throughout the year when necessary.

The school arrangements must contain the following:

- Supervision ratios & locations between school opening and lesson start time
- Supervision ratios & locations at break and lunchtimes
- Supervision ratios & locations between end of lessons and school closing time
- Areas to be used by pupils outside lesson times

ALL CHILDREN ENTER THROUGH THE MAIN GATES FOR SCHOOL TIMES AND FOR AFTER SCHOOL CLUB AND BREAKFAST THE DESIGNATED ENTRANCES.

6.23 Violence

The School follows Shropshire Council's Policy and Guidance on Violence at Work. The Head is responsible for ensuring that **All** staff:

- are aware of the policy and procedures for avoiding violence at work and reporting and recording all incidents of verbal and physical abuse see 5.2. for Accident Reporting.
 - are aware of Shropshire Council's arrangements available to victims of violence at work.
 - that they have meetings with potentially hostile parents in the presence of another member of staff.
- Staff will be trained to handle aggressive or unacceptable behaviour where it is identified to be required.

6.24 Visits and Journeys

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

Risk assessments for Educational visits

- Teachers will make a pre-visit to the place of their visit where practicable to assess the site/activity.
- They will complete a risk assessment form and return it to the EVC for approval.
- They will read/be aware of the Shropshire Council Educational Visits and Journeys Policy.
- They must ensure the ratio of adults to children will comply with national guidelines and Shropshire Council's Guidance and approved by the EVC/Headteacher.
- They must get the consent of every child's parents/guardian before taking them on a visit. ***(N.B. Parents/guardians may have signed a consent form at the beginning of the school year for regular visits that are organised as part of the curriculum).***
- On a visit which will extend beyond the school day, the teacher will establish a telephone pyramid in case of a coach breakdown or any other delay.
- First aid provision will be provided suitable for individual trips.
- Teachers must remind children to wear seatbelts.
- CRB checks will be required for parents/helpers/volunteers.

6.25 Work equipment

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

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

- Consideration will be given for the installation, storage and positioning of the equipment.
- Training and use of the equipment will be required and where practical provided by the companies that provide the equipment.
- The equipment will be maintained to ensure the equipment remains in good condition by the Facilities Manager and will be under contact for maintenance and repairs either via Shropshire Council - Property Services or the Supplier.

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

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

7. Monitoring and Review

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

The Headteacher and the Finance, Personnel, Safety, security and Premises Committee will be responsible for reviewing and amending this policy in conjunction with the Annual Health and Safety Self Monitoring Checklist and Fire Risk Assessment, which is required by the Local Authority.

The school will make arrangements to carry out a systematic and regular programme of monitoring and reviewing of:

1. All accident/incident reports
2. All advisory reports received
3. All termly audit reports (where appropriate)
4. The annual audit report
5. Incident reports i.e. near misses and violence
6. Other information about changes in requirements as they occur.

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

- The governing body, along with the LA, takes responsibility for protecting the health and safety of all children and members of staff.

8. Health Safety and Welfare

Aims

Our aims for Health, Safety and Welfare are to: -

- Provide a safe and healthy environment for children, teaching and non-teaching staff and all other people who come onto the premises of our school.
- Ensure that all members of the school community understand their own responsibilities in maintaining a healthy and safe environment.

Principles

The establishment of a health and safe environment is an essential prerequisite for the work of the school. It is also a statutory requirement. It depends upon sound management, vigilant supervision and the co-operation of all personnel.

Responsibilities

All members of the school community (teaching and non-teaching staff, parents, pupils and governors) work towards the school's aims by: -

- Being fully aware of their own responsibilities for maintaining a safe and healthy environment.
- Being familiar with all instructions and guidance of safety within the school.
- Using common sense always to take responsible care for their own safety and that of others.
- Reporting any hazards to the Headteacher / Local Authority without delay.

The Management Team

(Governors, Headteacher and Facilities Manager) work towards the school's aims by:

- Recognising their corporate responsibility for ensuring that the Health and Safety Policy of the Local Authority is implemented in the school.
- Ensuring that safe work practices and procedures are applied within the school.
- Making termly inspections to ensure that a safe and healthy environment is maintained.
- Establishing a system for the reporting, recording and investigation of accidents and ensuring that this is applied rigorously.
- Ensuring that all members of the school community are aware of their own responsibilities
- Taking responsibility for devising and implementing a school Health, Safety and Welfare policy.
- Monitoring and reviewing this policy and ensuring that necessary revisions are undertaken and recorded.
- Ensuring that all staff are familiar with the Health, Safety and Welfare policy of the school and the LA and any other relevant codes of practice and legislation.
- Facilitating safety training for staff.
- Taking active steps to ensure that equipment, buildings and grounds are safe, secure and well maintained and that any damage is quickly rectified.

- Ensuring that there are arrangements for a safe evacuation of the buildings in case of fire, or other emergencies and that firefighting equipment is available and maintained.

The Head Teacher works towards the school's aims by: -

- Taking responsibility for the day-to-day operations of the Health, Safety and Welfare policy.

Teachers work towards the school's aims by: -

- Promoting a spirit of safety consciousness amongst children, ensuring that they understand the need for codes of practice and are conscious of their responsibilities in taking reasonable care for their own safety and that of others.
- Being good role models – vigilant and careful.
- Taking quick, firm action to ensure that children are not allowed to jeopardise their own safety or that of others.
- Providing opportunities for children to discuss appropriate Health, Safety and Welfare issues.
- To make sure risk assessments are carried out before any off-site visits.

Pupils work towards the school's aims by:-

- Developing a growing understanding of Health, Safety and Welfare issues.
- Contributing to the development of codes of practice.
- Conducting themselves in an orderly manner in line with these codes.
- Taking growing responsibility for maintaining a safe and healthy environment and for their own safe conduct within it.

Parents/Carers work towards the school's aim by:

- Ensuring that children attend school in good health.
- Providing prompt notes/phone calls to explain all absences.
- Providing support for the discipline within the school and for the teacher's role.
- Ensuring early contact with school to discuss matters concerning the Health, Safety and Welfare of their children or of others.
- Allowing children to take increasing personal and social responsibility as they progress throughout the school.
- Accepting responsibility for the conduct of their children always.
- Ensuring that the school has up-to-date contact addresses and telephone numbers so that parents/Carers may be swiftly contacted in emergencies.

The Facilities Manager is responsible to the Headteacher for: -

- Ensuring, so far as is reasonably practicable, the Health, Safety and Welfare provisions and procedures affecting ground maintenance contractors and other contractors are adhered to.
- Ensuring that cleaning materials and equipment liable to be a danger to pupils or staff, are correctly used and properly stored when not in use.
- Ensuring that all waste materials from the school is disposed of in accordance with the LA policy.
- Maintaining a clean and effective boiler area, including the safe storage and delivery of fuels necessary.
- Maintaining a high standard of housekeeping.
- Reporting to the Head Teacher any problem, or imminent danger associated with his responsibilities, as soon as it is practicable to do so.
- Liaising with Health, Safety and Welfare representative to carry out regular inspections of school premises.

Visitors /Contractors follow school procedures whilst on the premises

- Sign in at the designated area and receive a Visitor / Contractor Pass. Contractors will be asked to sign the asbestos register.
- Visitors / Contractor will be met in the Reception Area and escorted into the building by a member of staff.
- Surrender your Visitor / Contractors pass and sign out when you leave the building

Procedures

1. For ensuring involvement of all members of the school community we have:

Regular meetings of representatives of teaching and non-teaching staff to review **Health, Safety and Welfare** issues.

2. For providing children with opportunities to discuss Health, Safety and Welfare issues we have:

A programme of personal and social education designed to promote mutual respect, self-discipline and social responsibility.

A programme of health education.

3. **For school security we have: -**

- Regular meetings to review security measures.
- We require all adult visitors who arrive in normal school hours to sign the visitors' book in the reception area, and to wear an identification badge always whilst on the school premises.
- Teachers will not allow any adult to enter their classroom if the school visitor's badge does not identify them.
- If any adult working in the school has suspicions that a person may be trespassing on the school site, they must inform the Headteacher immediately. The Headteacher will warn any intruder that they must leave the school site straight away. If the Headteacher has any concerns that an intruder may cause harm to anyone on the school site, she will contact the police.

4. For child protection: -

- The lead named person with responsibility for child protection in our school is the Headteacher, who liaises with a named governor. We will follow the procedures for child protection drawn up by the LA and the Governing Body.

- If any teacher suspects that a child in their class may be the victim of abuse, they should not try to investigate, but should immediately inform the Head teacher, Deputy Head teacher about their concerns.
- When investigating incidents or suspicions, the person responsible in the school for child protection works closely with safeguarding team within the local authority. We handle all such cases with sensitivity, and we attach paramount importance to the interests of the child.
- We require all adults employed in school to have their application vetted by the police, to check that there is no evidence of offences involving children or abuse.
- All the adults in our school share responsibility for keeping our children safe. We may on occasion report concerns which, on investigation, prove unfounded. It is better to be safe than sorry and we trust that parents, while they will naturally be upset, will nevertheless accept that the school acted in the child's best interests.

5. For accident prevention, reporting and investigation we have: -

- Risk assessments formulated and regularly reviewed.
- Vigilance by all staff and children to recognise potential causes of accidents and to act to prevent these where possible.
- Promptness in reporting potential hazards to the Headteacher and immediate response to such reports.
- Reporting all accidents to the Facilities Manager, Headteacher and a note made in the school accident book in accordance with LA regulations.
- Prompt investigation of all accidents by the Facilities Manager and Headteacher to establish cause and adopt remedial measures.

6. For Theft and other criminal acts:

- A teacher or Headteacher will investigate any incidents of theft involving children.
-
- If there are serious incidents of theft from the school site, the Headteacher will inform the police, and record the incident in the incident book.
-
- Should any incident involve physical violence against any personnel, we will report this to the Health and Safety Executive, and support the staff member in question if he or she wishes the matter to be reported to the police.

7. For First Aid provision we have:

- Recognised First Aiders in school. (Provided on a list within staffroom/main office and within staff handbook)
- Provision of fully stocked first aid boxes in all classrooms and in the School hall. Notification to parents of any head injury or minor injuries on appropriate slip.

- Summoning of an ambulance where necessary by any responsible adult and arrange for someone to meet and guide the ambulance. If the school is unable to contact a parent (or an alternative nominated person) a member of staff will accompany a child to hospital.
- A list of first aiders is kept in the school office, along with their training dates.

8. For fire precautions we have:

- A set of regulations for emergency evacuations.
- A termly fire drill which is monitored in accordance with LA guidelines.
- Regular checks of equipment, procedures and exits by the Facilities Manager and equipment monitored yearly.
- All fire exits clearly signed.

9. For the use and control of substances hazardous to health we have: -

- Storage of such substances clearly labelled, locked away and not accessible to children.
- The issue, use and care of personal protection equipment (e.g. rubber gloves) when necessary.
- COSHH data sheets are displayed for all chemical substances. These are displayed in the chemical store.

10. For electrical safety we have: -

- Careful siting of equipment to avoid trailing leads.
- Annual PAT testing on all portable electrical equipment.
- A code of practice for pupils using electrical equipment.

11. For the Health, Safety and Welfare personnel : -

- The school takes seriously the need to safeguard all staff. This includes their professional development, which we address in our CPD.
- We pay attention to the assessment and prevention of work related stress.
- If a member of staff is experiencing stress at work, s/he should inform the Headteacher without delay.
- The school will not tolerate violence, threatening behaviour or abuse directed against school staff. If such incidents do occur, the school will take the matter very seriously, and act in line with the LA's protocol on school and the police.

12. For coping with special medical conditions we have: -

- Information given to all teaching/non-teaching/supply staff about any special medical conditions of children in school and about what response may be required in an emergency.
- Regular liaison with school nurse.
- A requirement that all medicines brought to school must be clearly labelled with the child's name and appropriate dosage and frequency of dosage and lodged with the Headteacher / school office with the completion of a medicine request form. Medication given at school must be PRESCRIBED medication. **No counter bought medication will be dispensed in school.**

13. For ensuring road safety we have: -

Parking restrictions on the road outside school which parents are regularly urged to obey. These are regularly communicated in newsletter and a review of the travel plan annually and safer schools by Deputy Headteacher.

- Cycling proficiency sessions for children.
- Pedestrian training within different year groups
- Road safety awareness work
- We use coaches and minibuses only when seat belts are provided. We instruct the children to use the seat belts always when the bus is moving and adults check the children for safety.

14. For ensuring personal hygiene: -

Encouragement of a high standard of personal hygiene. This involves teaching all children to wash their hands after using the toilet and the provision and maintenance of suitable facilities for this. Health education to be part of the curriculum expectations in all years.

15. For ensuring playground safety we have: -

School rules about playground behaviour designed to maximise playground safety conscientious supervision of playgrounds. Regular inspection and maintenance of playgrounds.

16. For ensuring safety during physical education we have: - (see also ASTHMA policy)

- Emergency drills carried out regularly at the swimming pool.
- At least two observers at every swimming lesson.
- Asthma sufferers to take their inhalers with them. Refer to Asthma policy.
- All PE equipment regularly checked.
- Close supervision and appropriate rules in place.

17. For safety on school trips, farm visits and outdoor pursuit Activities (See also educational trips policy)

Refer to Shropshire Council guidelines.

Risk assessment completed for each school trip – consider staff pupil ratio, issuing of first aid kit and mobile phone. Every group supported by a member of school staff. (Reference to educational trips policy)

18. For Internet safety (See also e-safety Policy): -

- To minimise the risk of children coming across unsuitable material, we provide constant supervision, and we use only a filtered service, selected links, and child-friendly search engines. There is a software programme under the managed system to support safeguarding pupils on the internet.

- We also seek parental permission before using photographs of children or their work on the school's website, or in newsletters and other publications.

19. With School Uniform: -

- It is our policy that all children wear the school uniform when attending school, or when participating in a school-organised event, even if outside normal school hours.
- We always take a sensitive approach where regulations regarding uniform conflict with a child's religious or cultural beliefs. We have drawn up regulations regarding the recognition of cultural diversity in this respect, and these stipulate that we do not discriminate on grounds of race, creed or gender.
- It is the responsibility of the Headteacher to ensure that the school uniform policy is complied with. It is however not our policy to exclude children from the school if they, for whatever reason, do not have the proper school uniform.
- We ask parents to equip their children with the necessary uniform and school equipment. If a child repeatedly attends school without the correct uniform, we will inform parents and request that they make sure their child leaves home with the proper uniform on. If a parent is in financial difficulties, and this results in a child not having the correct uniform, or not having adequate equipment, our school will do all it can to support the parent.
- We ask parents not to send their child to school with 'extreme' hairstyles, or the sort of appearance that is likely to draw attention. On grounds of health, safety and welfare we do not allow children to wear jewellery in our school. An exception is ear-ring studs in pierced ears. We ask children to remove these during PE and games.

20. With School Meals:-

- Our school provides the opportunity for children to have a meal at lunchtimes.
- If parents are in receipt of support (disadvantaged) etc. (with income below a certain limit) they may claim free school meals for their children. We do all we can to ensure that the meals provided have a suitable nutritional value, in line with the requirements of the School Standards.
- Our school promotes a healthy lifestyle. All our children receive free milk each day and free fruit in Early Years & Years 1 & 2.
- Water to drink is always available for the children.
- If children choose to bring their own packed lunch, we provide them with a suitable place to eat it, and we supervise them during this time. If children fail to bring a drink a lunchtime supervisor will provide one. Fizzy drinks and sweets are not to be included in any packed lunch.
- As sweets can damage children's teeth, we do not allow sweets to be eaten in school.

21. Within our school curriculum: -

- We teach the children about health, safety & welfare to equip them with the skills, knowledge and understanding that will enable them to live positive, successful and healthy lives.
- Teachers take every opportunity to educate children in this regard as part of the normal school curriculum. For example, through the science curriculum we teach children about the dangers of electricity, about hazardous materials, and how to handle equipment safely.
- We teach children respect for their bodies, and how to look after themselves. We discuss these issues with the children in PSHE lessons, and we reinforce these points in design and technology, where children learn about healthy eating and hygiene. We also show them how to move and play safely in PE lessons.
- Health, safety and welfare issues also arise when we teach care for the environment, and awareness of the dangers of litter. Children in year 6 receive both drugs education and sex and relationship education (see the relevant policies).
- We believe that everybody in our school can and should promote everybody else's safety, so we teach children to spot hazards in the classroom or around the school, and inform their teacher.
- Our school promotes the spiritual welfare and growth of the children through worship and the RE curriculum, through special events, such as harvest festivals, and through the daily act of collective worship.
- Each class can discuss problems or issues of concern with their teacher. Teachers use circle time to help children discuss and overcome any fears and worries that they may have. These concerns are handled with sensitivity.

Fire Safety Policy Statement

(A copy of this document should be displayed alongside the Health and Safety Policy, and one copy should be placed at the front of the Fire Safety Log Book).

Name of school or premise: OAKMEADOW

Name of the responsible person CARLA WHELAN

The Facilities Manager / Headteacher /Governors, and staff acknowledge and accept our responsibilities under current fire legislation the Regulatory Reform (Fire Safety) Order 2005 these responsibilities are addressed in the above establishment by:

1. The provision of a suitable and sufficient risk assessment using the KYBIB\KYSIB format;
2. appropriate fire precautions*
3. management systems that identify staff with specific fire safety duties, enable the safe evacuation of employees, students and others from our buildings and minimise the damage in the event of fire**

The following are provided to meet the requirements of the relevant legislation:

- an appropriate method of giving warning in case of fire;
- suitable and appropriate routes, exits and means of protection to enable occupants of the building to evacuate quickly and safely in the event of fire;
- suitable emergency lighting where necessary;
- suitable fire signage;
- suitable fire-fighting equipment at appropriate locations throughout the building;
- appropriate structural fire precautions.

Our fire safety management plan incorporates:

- a suitable and sufficient risk assessment which gives information about significant risks and is brought to the attention of employees and any others affected by those risks;
- an emergency evacuation plan for the premises; regular, monitored fire drills, which are evaluated, recorded and any issues addressed;
- the production of a fire safety training programme for all employees, covering routine fire safety arrangements and any relevant issues identified from the fire risk assessment and evacuation plan; systems for recording the content, duration and provider of fire safety training;
- the provision of fire safety equipment which is maintained and tested by competent people, and suitable and sufficient record-keeping.

N.B. * & ** Guidance for the fire safety management plan and systems can be obtained from the guidance documents which support the KYBIB\KSYIB these are obtainable from: www.wmarsontaskforce.gov.uk and www.firesafetylaw.communities.gov.uk

Appendix 2

GUIDANCE NOTES ON COMPLETING A GENERAL RISK ASSESSMENT

Introduction

An assessment of risk is a careful examination of the activities undertaken within the workplace and should assist employers to determine what measures should be taken to comply with relevant statutory requirements.

The duty for employers to carry out risk assessments is detailed in Regulation 3 of the Management of Health and Safety at Work Regulations 1999. The responsibility for undertaking the assessments lies with the supervisor/manager of a Department/School or Section.

It is not necessary to create a risk assessment form for all operations, and each should be prioritised into risk categories e.g. low, medium and high. Using the Shropshire Council risk assessment form, identify the activities/operations that take place in the school/department and categorise them into high, medium or low risk. Concentrate on assessing those activities that are considered to be high-risk first and medium risk second, leaving low risk till last. (It may be proven that a more detailed assessment is not required for low risk, if no significant risk is identified).

Completing a Risk Assessment

1. (Section A) Outline of the Task/Activity being assessed

Give details of the work activity being assessed; give a brief description of the purpose/method that will be understood by all concerned

Specific Legislative Requirements Many tasks are controlled by specific Health and Safety Legislation, which Managers/Heads of department/Supervisors should be aware of. In this section any specific legislation affecting the work activity should be detailed e.g. Manual Handling, Work at Height, The Construction Design Management Regulations, if scaffolding is being used or the Noise at Work Regulations if a noise problem has been identified.

Directorate/Workplace (School)/Team and Reference Form No.

Each assessment should be given a reference number and an index kept of all assessments. The location of the particular work activity being assessed should also be detailed. Relevant staff should be involved to ensure a full understanding of the work procedure that they are to undertake

2. Section 2 the risk matrix to assist in assessing the level of risk.

3. Section 3 This is the main area for Identifying the potential hazards.

Level of Skill/Training required

Special skills or training are required on certain work activities and these should be identified i.e. use of a ladder, manual handling training, working with chemicals, driving the minibus.

Chemicals/Materials involved

If a particular product has been identified as part of the work activity, it should be established if it has been approved for use. See CLEAPSS guidance for further details.

Each approved product that is used on site will require a separate assessment to be undertaken especially those that fall under the Control of Substances Hazardous to Health Regulations. The supplier/manufacture is required by law to provide a manufacturers data sheet which identifies the hazards of the substances and remedial first aid measures etc. A competent/experienced person must undertake this assessment. The products name and assessment date should be identified.

Specific Work Equipment

Any tools or work equipment required to carry out the work activity should be included in this section. However this should also give the assessor the opportunity to establish if the equipment is being used correctly and is in a good state of repair.

List the Main Hazards identified:

Look only for the hazards that you could reasonably expect to result in significant harm from the work activity. The following is a non-exhaustive list of hazards that may be identified;

- Chemicals
- Dust/Fumes
- Fire
- Slipping/tripping hazard
- Moving parts of machinery
- Vehicles
- Work at height (Use of ladders)
- Stress
- Electricity
- Noise
- Manual handling (WRULDS) Work Related Upper Limb Disorders.
- Poor lighting
- Play equipment
- Sporting activities

Who will be affected? List groups of people who are especially at risk from the significant hazards which have been identified; e.g.

- Office staff
- Cleaners
- Member of the Public
- Contractors
- Maintenance Staff
- Staff with disabilities
- Visitors
- Lone Workers

Control Measures, to reduce the risk

The main objective is to establish if the hazard can be removed altogether and if this is not practicable how the risk can be controlled to prevent harm.

Detail what action has been taken to control the risk of harm from the hazards identified. Some of the controls may be accepted standards or standards laid down by legal requirements.

A systematic approach to reducing the risk of harm is;

- i) **Remove the risk completely.**
- ii) **Consider less risky alternative work methods.**
- iii) **Prevent access to the hazard (e.g. by guarding).**
- iv) **Organise work to reduce exposure to the hazard.**
- v) **Issue personal protective equipment**

Manual Handling Risk

Consider if the work activity that is being assessed would create a manual handling risk to employees. If so categorise the operation in to high/medium/low risk and establish if a more detailed assessment is required. It should be noted that significant Manual Handling Operations should in addition be assessed in order to comply with the Manual Handling Operations Regulations. Staff may require specific training.

Personal Protective Equipment Required

Following the examinations of the hazards detected and the control measures in place to reduce the risk, the last form of control should be Personal Protective Equipment. If no other control measures can be found the equipment required to protect against harm should be detailed.

Monitoring and Review

Dependent upon the severity of risk it may be necessary to monitor the work on a regular basis to ensure that all precautions are being adhered to. The frequency of this monitoring should be identified and noted.

It may be advisable to set targets for a complete review of the assessment. Normally, unless working arrangements or legislation changes there should be little need to undertake this, however, it maybe a satisfactory way of keeping abreast of future developments.

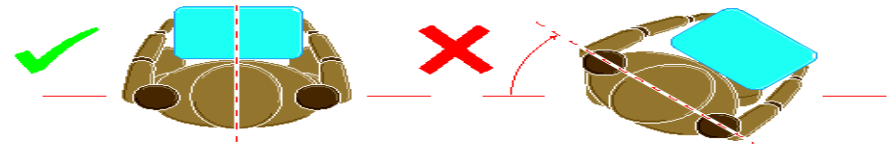
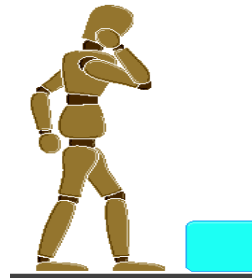
The assessment should be authenticated by signing and dating the document.

A reference file of all assessment needs to be created. The information contained within the assessments should be brought to the attention of employees who should be instructed in the use of the control measures identified.

Please ensure all risk assessments are reviewed to meet the specific requirements of your school.

Good Handling Techniques

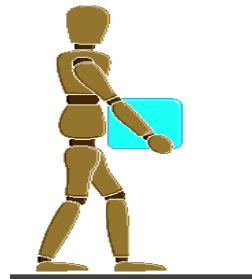
**Think before lifting /
handling**



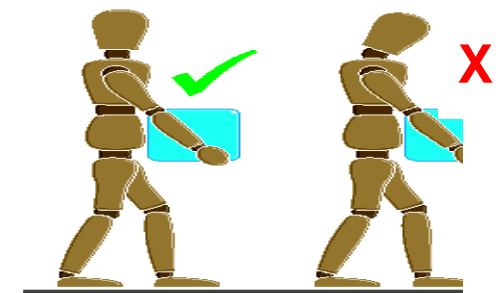
Avoid twisting the back or leaning sideways.

Turning by moving the feet is better than twisting and lifting at

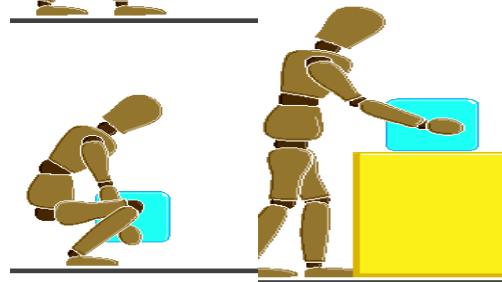
**Keep the load close to
the waist.
Adopt a stable position.
Get a good hold.**



**Keep the head up
when handling.
Move smoothly.**



**Start in a good posture.
Don't flex the back any
further while lifting.**

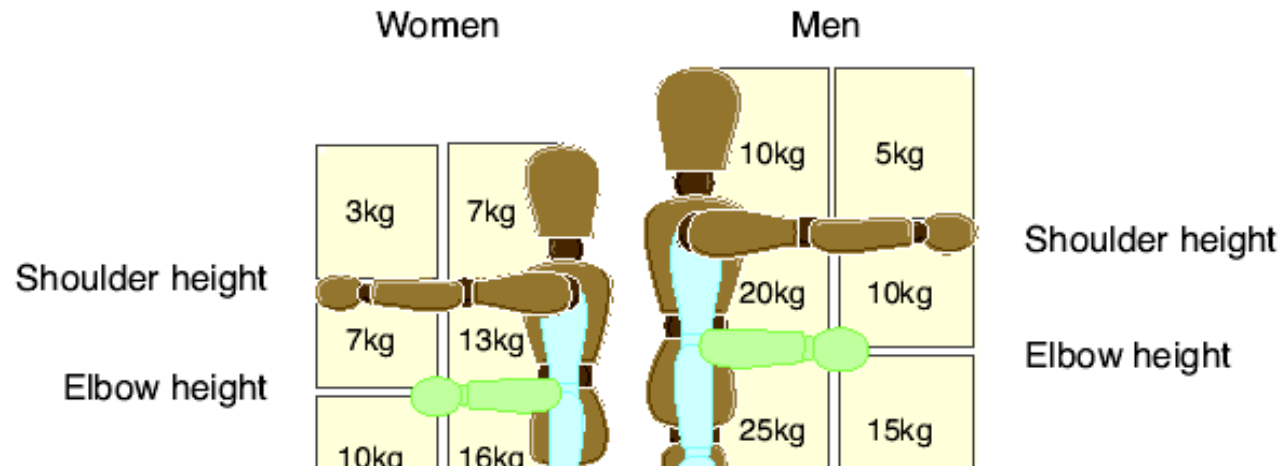


**Don't lift or handle more
than
can be easily managed.
Put down, then adjust.**

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General risk assessment guidelines

There is no such thing as a completely 'safe' manual handling operation. But working within the following guidelines will cut the risk and reduce the need for a more detailed assessment.



Note

Although great care has been taken in the compilation and preparation of this work to ensure accuracy, it is the responsibility of the premise manager/responsible person to ensure that all measures so far as is reasonably practical have been taken.

The list of arrangements shown are not exhaustive and the index in the main Shropshire Council Policy should be checked to ensure that all areas that are applicable in the school have been covered. All the high risk activities will have their own policies e.g. Science, Design and Technology, Physical Education and Food Technology.