

Health & Safety Policy



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Date of Last Review: February 2020

Date of Approval: July 2020

Approved By: FGB

Date of Next Review: April 2021

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SECTION A:

Policy Statement

This policy covers staff, students, visitors and other users of the premises. It aims to show how the Governors and Head Teacher discharge their duties under the Health and Safety at Work Act 1974.

The Management Team of the Academy and the Governing Body are committed to ensuring the Health and Safety of everybody involved in the Academy. We aim to:

- Ensure that all reasonable steps are taken to ensure the health, safety and welfare of users of the premises and all participants in school trips.
- Establish and maintain safe working procedures for staff and students.
- To provide and maintain safe school buildings and safe equipment for use in school
- Develop safety awareness, by appropriate training if necessary, amongst staff, students and others who help in school.
- Formulate and implement effective procedures for use in the event of fire and other emergencies.
- Investigate accidents and take steps to prevent a re-occurrence.

Signed.....

Signed.....

Head Teacher

Chair of Governors

Dated.....

Dated.....

SECTION B:

Roles and Responsibilities

The Governing Body has ultimate control of the school. They will:

- Decide policy.
- Give strategic guidance.
- Monitor and review health and safety issues.
- Ensure adequate resources for health and safety are available.
- Take steps to ensure plant, equipment and systems of work are safe.
- Ensure that the Academy provides adequate training, information, instruction, induction and supervision to enable everyone in the Academy to be safe.
- Maintain the premises in a condition that is safe and without significant risk.
- Provide a working environment that is safe and healthy.
- Provide adequate welfare facilities for staff & students.
- In their critical friend role, maintain an interest in all the health and safety matters.
- Review and monitor the effectiveness of this policy.

The Head Teacher is responsible for the day to day running of the school. They will:

- Promote a positive, open health and safety culture in school
- Report to Governors on key health and safety issues
- Seek advice from other organisations or professionals, such as the Health and Safety Executive, safety advisers etc. as and when necessary
- Ensure that all staff co-operate with the policy
- Devise and implement safety procedures
- Ensure that risk assessments are reviewed on an annual basis
- Ensure relevant staff have access to appropriate training
- Meet with the School Business Manager every week to ensure any building/grounds issues are dealt with in a timely manner

Senior Management within the school will support the Head Teacher in their role. They will:

- Ensure risk assessments are accurate, suitable and reviewed annually
- Deal with any hazardous practices, equipment or building issues and report to the head teacher if they remain unresolved
- Provide a good example, guidance and support to staff on health and safety issues
- Carry out a health and safety induction for all staff and keep records of that induction
- Keep up to date with new developments in Health and Safety issues for schools
- Carry out investigations into accidents and produce reports / statements for any civil or criminal action which may arise
- Ensure any contractors on site are competent in health and safety matters

The Estates Manager is responsible for day to day maintenance and other buildings / grounds issues. They will:

- Ensure that any work that has health and safety implications is prioritised
- Report any concerns regarding unresolved hazards in school to the senior management team immediately
- Ensure that all work under their control is undertaken in a safe manner
- Carry out a daily check of the grounds and building to spot any disrepair or other hazards such as broken glass etc. in the play areas

- Ensure that all cleaning staff are aware of safe working practices, especially regarding reporting of hazards, the use of hazardous substances and manual handling
- Carry out a weekly test of the fire alarm
- Ensure all Legionella water checks and testing is carry out in a timely manner
- Ensure all contractors are 'inducted' and shown the relevant risk assessments, asbestos records and are made aware of any fragile roofs or other hazards in the areas where they will be working
- Fully co-operate with health and safety arrangements during larger building projects

All School Staff will:

- Read the Health and Safety Policy
- Comply with the School's health and safety arrangements
- Take reasonable care of their own and other people's health and safety
- Leave the classroom / playground / office in a reasonably tidy and safe condition
- Follow safety instructions when using equipment
- Supervise students and advise them on how to use equipment safely
- Report practices, equipment or physical conditions that may be hazardous to their line manager and/or the appropriate member of staff
- Follow the accident reporting procedure (which is a separate document)
- Contribute to and highlight any gaps in the school's risk assessments

In accordance with the school rules and procedures on discipline, Students will:

- Follow safety and hygiene rules intended to protect the health and safety of themselves and others
- Follow safety instructions of teaching and support staff, especially in an emergency

The Estates Team will:

- provide advice and guidance to help schools fulfil their health and safety responsibilities
- answer queries from staff on health and safety issues
- visit where necessary to give advice on all aspects of new and existing health and safety policies and procedures
- collect information on accidents and incidents to report to HSE where necessary
- advise on and facilitate (when possible) staff safety training
- draft and/or advise on policies, procedures and guidance for health and safety
- interpret and advise on new legislation impacting on the working environment
- attend meetings to advise on occupational safety issues
- Carry out weekly checks as directed by the Estates Manager

SECTION C:

Arrangements

Accidents and Incident Reporting

- The accident reporting procedure and all the associated paperwork can be found in Harborne Academy's Procedures and Arrangements document.

Administration of Medicines

- Medication is only administered to students when the parental consent form has been completed
- The medicine will be administered by one nominated member of staff for each pupil and appropriate records kept
- Medicines are only administered during school time when they have been prescribed by a child's GP or other relevant medical professional
- Medicines are kept in a locked cupboard in the school office
- The only exceptions to this are asthma medication and 'epipens' (following discussion with parents) which may be kept in appropriate locations, out of the reach of other students, as appropriate
- The doses administered during the school day are to be kept to the minimum, e. g. a course of antibiotics requiring four doses a day - only one dose (lunchtime) will normally need to be administered at school

Asbestos

- All staff have been made aware of the location of any asbestos in school
- All contractors must sign to say they have seen the register before starting work on site

Control of Hazardous Substances

- The use of hazardous substances in school will be kept to a minimum
- The Estates Manager (with appropriate support from senior managers) will complete a COSHH assessment for all hazardous substances used on site
- The associated procedures and control measures will be funded and enforced

Display Screen Equipment

- For members of staff with 'desk-based jobs' the Academy's procedure for carrying out workstation self-assessments on an annual basis will be followed
- For members of staff provided with portable devices (e.g. laptops, tablets) staff will be issued with the current Harborne Academy guidance on their use

Educational Visits

- All off-site trips will be subject to risk assessment and the advice of the Academy's Educational Visits Adviser will be closely followed

Electrical Testing

- All items of portable electrical equipment in school are inspected and checked Bi-annually

Employee Health and Wellbeing

- The Academy's Employee Wellbeing Service support the Academy and staff are referred as outlined in the Academy's Management of Staff Sickness Absence Policy

Fire Safety & Evacuation of the Building

- Fire exits have appropriate signage
- Plans showing exit routes are displayed by the door of each classroom
- A fire drill is practised and documented once a term by the Estates Team

- Evacuation times and any issues which arise are reported to the Governors
- Fire extinguishers are checked annually by CBRE and TP Fire
- A separate fire safety policy and risk assessment has been produced

First Aid Provision

- The Academy has carried out a first aid risk assessment to ascertain the required number of first aiders and the location / number of first aid kits
- Portable first aid kits are taken on educational visits
- If the risk assessment dictates that it is necessary, a qualified first aider will be present on the trip

Food Technology

- Cooking equipment including ovens and hobs will only be used if fire precautions and appropriate risk assessments are in place
- Staff must be satisfied that the tasks undertaken are appropriate for the students concerned
- Close supervision will be appropriate for riskier parts of the cooking process, i.e. taking food in or out of hot ovens

Legionella

- Blue Fish Water Management provide all water testing throughout the year. Further advice is also provided by CBRE and IWS who assist with the preparation of the Academy's Legionella risk assessments and sample water as per the risk assessment

Lifts & Hoists

- All passenger lifts hoists and Evac chairs for disabled students and staff are inspected by a competent engineer on an annual basis
- Lifting equipment not used to lift people is inspected on an annual basis
- Training for the use of mechanical aids must be undertaken before use.

Manual Handling

- Students and staff must only lift equipment and furniture within their own individual capability following a risk assessment as in the procedure and arrangements document.
- Manual handling training will be provided for all members of staff including, if necessary, include how to lift students safely.

Playground Equipment

- Playground equipment and its use is supervised during all breaks during the Academy day
- If the equipment is used during lesson time supervision is again maintained
- A decision is made, recorded and enforced if inclement weather (damp / icy) means that equipment becomes unsafe to use on a particular day

Playground Supervision

- Appropriate levels of supervision will be maintained in playgrounds as described in the playground risk assessment

Pregnant Members of Staff

- Harborne Academy's procedures for pregnant members of staff will be followed as set out in the procedures and arrangements document, including carrying out a 'Pregnancy Risk Assessment'

Risk Assessment

- The Academy maintains a comprehensive set of risk assessments that cover curriculum-based activities in school; school visits and the running of the Academy's building and grounds
- They are all available on the Academy's central server for staff to inspect and refer to as necessary
- The management team will take steps to ensure that appropriate staff are aware of the risk assessments appropriate to their role and will monitor compliance with control measures specified in the risk assessments
- All risk assessments are reviewed on an annual basis (except risk assessments for school trips which should be reviewed each time the trip takes place)

Slips, Trips and Falls on the Level

- The potential for slips, trips and falls in the Academy has been risk assessed and appropriate controls have been put in place
- This includes working procedures for mopping floors, absorbent floor mats near entrances and regular hazard spotting inspections

Snow and Ice

- A plan has been produced outlining the main pedestrian routes that the site staff will strive to keep open during snowy and icy conditions
- If it becomes impossible to keep these routes clear the Head Teacher is informed immediately and this information contributes to any decision to close the Academy

Stress at Work

- Proactive - the Academy's template for Stress Risk Assessment are used to identify how levels of stress (caused by work) amongst staff can be reduced
- Reactive – individuals who are identified to be suffering from excessive levels of stress (caused by work or personal issues) are supported in accordance with the Academy's policies and, if necessary, by accessing the Employee Health and Wellbeing Service.

Supervision of Students

- Sensible, safe behaviour will be promoted to students by all members of staff
- Dangerous or risky behaviour displayed by students will be addressed and dealt within the Academy rules
- Students will only be allowed into or stay in classrooms under adult supervision
- Appropriate supervision of cloakrooms and toilet access will be in place at busy times

Training

- Health and Safety Training Needs are assessed as part of individual's annual review
- Training needs may also be identified as part of a risk assessment process

Violence at work / Lone Working

- A risk assessment has been carried out for violence at work and lone working - separate policies arrangements and procedures are in place

Working at Height

- Working at heights risk assessments have been completed for the Academy
- Appropriate record keeping and safe systems of work are kept in the working at heights file.
- All site/caretaking staff who undertaken the working at heights on line training course.
- Teaching and other staff who assist in putting up displays in Academy have been given appropriate in-house training and advised that they must:
 - Use appropriate access equipment - step ladders, kick stools etc.
 - Wear flat shoes whilst putting up displays
 - Not climb on furniture to put up displays

