

HEALTH AND SAFETY POLICY

Incorporating the Local Health and Safety Arrangements for:

- **Britannia CP School**
- **Community Primary School**
- **14001**
- **Rochdale Road, Bacup, Lancashire , OL139PP**

This policy is based on the requirements of the Health and Safety at Work etc Act 1974 and associated health and safety and other legislation. It should be read in conjunction with the Lancashire County Council's Health and Safety Management System which is held on the School's Portal.

As a Community or Voluntary Controlled School the county council is the employer. The governing body is responsible for the use of the premises. The headteacher is responsible for the implementation and management of health, safety and welfare within the school. The county council, the governing body and the headteacher should work in partnership to meet these responsibilities.

As the person(s) with responsibility for the implementation and management of proper health and safety controls within the school, I/we will, as far as is reasonably practicable:

- provide adequate control of the health and safety risks arising from our work activities;
- provide and maintain safe plant and equipment;
- ensure all employees are competent to do their tasks and ensure the provision of adequate training;
- maintain safe and healthy working conditions;
- ensure safe handling and use of substances;
- review and revise this policy and arrangements as necessary at regular intervals, and, as a minimum, following each 5 yearly review of this template by the county council;
- consult with employees on matters affecting their health and safety;
- provide information, instruction and supervision for employees;
- prevent accidents and cases of work-related ill health;
- comply with appropriate directions given by the county council on health and safety requirements;
- act in accordance with the relevant provisions in the "Scheme for Financing Schools in Lancashire" and the "School Teachers Pay and Conditions Document".

Signed: N.Longstaff	Signed: K.Symcox
	On behalf of the Governing Body
Headteacher's name: Natalie Longstaff	Chair of Governors name: Kim Symcox
Date: 22.1.25	Proposed Review date: 22.1.26

Responsibilities

The responsibility for implementation and management of proper health and safety controls within the school is that of eg headteacher:	<i>Natalie Longstaff Headteacher</i>
The delegated member of staff with day-to-day responsibility for ensuring this policy is put into practice is eg school business manager, health and safety co-ordinator etc:	<i>Janet Dempsey Office Manager</i>
To ensure health and safety standards are maintained/improved, the following people have responsibility in their specific areas eg premises issues, fire safety and other emergencies, out-of-hours arrangements, educational visits:	<i>Natalie Longstaff- Headteacher</i> <i>Premises – Natalie Longstaff, Janet Dempsey and Darren Wilkinson</i> <i>Fire safety – Natalie Longstaff, Janet Dempsey, Claire Nuttall</i> <i>Emergency plans – Natalie Longstaff, Janet Dempsey, Judi Rickerby</i> <i>Educational visits – Natalie Longstaff, Claire Nuttall</i>
Health and safety objectives for the school (as identified by accident/incident investigation, consultation, review of risk assessments, health and safety management support and audit visits; advice from the county council etc, or other sources eg DfE, Teachers.Net, other schools, the HSE) will be developed and monitored by:	<i>Natalie Longstaff HT Strategic Governing Body</i>
Documented health and safety objectives and any associated action plan(s) can be found: Note: Any actions arising from those objectives should be documented eg as an action plan, and monitored to ensure they are achieved.	<i>Office H and S folders.</i>
All employees within the school have a responsibility to: 1. Co-operate with the headteacher and his/her nominated representatives on all matters relating to health and safety; 2. Not interfere with anything provided to safeguard their health and safety; 3. Take reasonable care of their own health and safety, and not knowingly place anyone who may be affected by their work activities at risk; 4. Report all health and safety concerns to an appropriate person (as detailed in this policy statement); and, 5. Adhere to the School Teachers Pay and Conditions Document which state that teachers' professional duties include maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere.	

Health and safety risks arising from work activities

I/we will ensure that so far as is reasonably practicable, all areas of risk are assessed and adequate control measures are put in place to ensure the health and safety of all employees, pupils, contractors, non-employees and anyone else affected by the school's activities.

Risk assessments will be undertaken by:	<i>Natalie Longstaff HT/ Janet Dempsey (School bursar)</i>
Risk assessments will be undertaken prior to the introduction of any new work tasks / activities that pose a significant risk to health and safety.	
The significant findings of risk assessments will be reported to:	<i>All relevant staff GB</i>
Action required to remove/control risks will be approved by:	<i>Natalie Longstaff HT</i>
The responsibility for ensuring the action required to reduce risks is implemented is that of:	<i>Natalie Longstaff/ Janet Dempsey</i>
Checking that implemented actions have removed/reduced the risks is the responsibility of:	<i>Natalie Longstaff/ Janet Dempsey</i>
Risk assessments will be reviewed regularly (at least every 3 years for task risk assessments and the technical aspects of a fire risk assessment; annually for the non-technical aspects of a fire risk assessment and every 5 years for COSHH assessments) or in the event of any significant changes. Responsibility for this rests with:	<i>Natalie Longstaff/ Janet Dempsey</i>

School's Commitment

To meet the requirements of this Policy Statement, the headteacher/governing body and/or his/her/their nominated representative(s) will:

- a) draw up and implement appropriate health and safety procedures for the school;
- b) share appropriate elements of these procedures with all employees, pupils, visitors and anyone else who may be affected by them;
- c) arrange for risk assessments to be completed for all areas of work and review them on a regular basis;
- d) as part of the risk assessment process, produce safe systems of work where necessary and arrange for their implementation including any appropriate training, resourcing, auditing and monitoring;
- e) identify adequate resources for the implementation of the health and safety policy and arrangements within the school;
- f) comply with appropriate directions given by the county council on health and safety requirements; and,
- g) act in accordance with the relevant provisions in the Scheme for Financing Schools in Lancashire and the School Teachers Pay and Conditions Document.

The school will:

- make health and safety procedures and documentation available for inspection upon request
- regularly review its arrangements in respect of the applicable topics and activities listed in the table at the end of this Policy document.

Consultation with employees

The school recognises and accepts its duty to consult with employees and will do so via a union-appointed safety representative and/or through elected employee representatives where union appointed representatives are not available.

Employee representative(s) for the school are:	<i>Judi Rickerby Claire Nuttall</i>
Consultation with employees is provided via:	<i>individual staff appraisals, review of documents, team meetings, circulation of draft documents for consultation, Weekly briefings annual health and safety meeting etc.</i>

Safety Representatives

The school recognises and accepts that safety representatives must be given the paid time necessary to carry out their functions, and paid time as is necessary to undergo training in those functions, as is reasonable in the circumstances.

Safety representatives' functions are to:

- investigate potential hazards and dangerous occurrences at the workplace, and complaints by employees relating to health, safety and welfare at work, and examine the causes of workplace accidents;
- make representations to the headteacher/governing body on the above investigations, and on general matters affecting the health and safety of the employees they represent;
- regularly inspect the workplace;
- represent employees in dealings with health and safety inspectors; and,
- attend health and safety committee meetings.

Safe plant and equipment

The school will ensure that all plant and equipment that requires maintenance is identified, that maintenance is carried out and that new or second-hand plant and equipment meets any required health and safety standards before it is purchased.

Responsible person(s) for identifying all equipment/plant needing maintenance:	N.Longstaff J.Dempsey D.Wilkinson
Responsible person(s) for ensuring effective maintenance arrangements are in place:	N.Longstaff J.Dempsey D.Wilkinson
Responsible person(s) for ensuring that all identified maintenance is carried out:	J.Dempsey D.Wilkinson
Any problems found with equipment should be reported to:	Janet Dempsey Darren Wilkinson
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	N.Longstaff

Information, instruction and supervision

The Health and Safety Law poster is displayed at: Note: It is a legal requirement to display the	<i>Staff room and corridor</i>
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Health and Safety Law Poster in a prominent position in each workplace eg in the school's reception area, or to give employees a copy of the Health and Safety Law leaflet.	
Health and safety advice is available from:	<i>Janet Dempsey</i>
Induction, supervision of trainees/work placements etc will be arranged/undertaken/monitored by:	<i>Janet Dempsey N.Longstaff</i>
Health and safety in shared premises (where applicable) is managed by:	<i>Janet Dempsey(Office manager) will ensure that any employees working at locations under the control of other employers are provided with relevant information to ensure their health and safety.</i>

Competency for tasks and training

The school has arrangements in place to ensure that all new employees are provided with appropriate health and safety induction training when they start work. This will cover basics such as first aid and fire safety. Job specific health and safety training will also be provided if needed to achieve the required competency. Training arrangements will include regular refresher training where appropriate. Write down your arrangements for training here, including arrangements for record keeping.

Induction training will be arranged/undertaken for all employees by:	<i>Natalie Longstaff Headteacher</i>
Job specific training will be provided by:	<i>Janet Dempsey</i>
Jobs requiring specific health and safety training are:	<i>Site Supervisor - asbestos management and awareness, Legionella and water hygiene, COSHH, management of contractors, working at height. These will be achieved via eLearning/on the job training.</i>
Training records are kept by:	<i>Janet Dempsey (office) Judi Rickerby</i>
Training will be identified, arranged and monitored by:	<i>Natalie Longstaff</i>

Accidents, first aid and work-related ill health

The school acknowledges the legal requirement to:

- ensure there are adequate arrangements in place for the reporting, recording and investigation of incidents and accidents;
- ensure there are adequate arrangements in place for reporting work related injuries, diseases and dangerous occurrences under the RIDDOR Regulations;
- provide appropriate first aid arrangements for employees and anyone attending the premises that may be affected by the school's activities;
- ensure there are adequate arrangements in place to provide health surveillance for any employees who may be **at risk** of ill-health as a direct result of their work activities.

The first aid box(es) is/are available:	<i>Office, classrooms, disabled toilet</i>
The first aider(s) and appointed person(s) is/are:	<i>All staff are paediatric first aid trained. First aid at work Janet Dempsey Judi Rickerby Zoe Bromley L.Seamans N.Longstaff R.Smith</i>
All accidents and cases of work-related ill health are to be reported to:	<i>Natalie Longstaff Headteacher</i>

Performance monitoring

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

To check our working conditions and ensure our safe working practices are being followed, we will conduct workplace inspections. These are carried out by:	<i>Natalie Longstaff (Headteacher) Janet Dempsey(office)</i>
Review all risk assessments regularly (at least every 3 years for task risk assessments and	See Section: Health and safety risks arising from work

the technical aspects of a fire risk assessment; annually for the non-technical aspects of a fire risk assessment and every 5 years for COSHH assessments) or in the event of any significant changes.	activities for responsibility details
Responsible person(s) for investigating accidents eg road traffic accidents, slips, trips and/or falls etc before requesting assistance from the Health, Safety and Quality team if necessary:	<i>Janet Dempsey (Office)</i>
Responsible person(s) for investigating work-related causes of sickness absences:	<i>Natalie Longstaff Headteacher</i>
Responsible person(s) for acting on investigation findings to prevent recurrences:	<i>Natalie Longstaff Headteacher</i>
Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:	<i>Natalie Longstaff Headteacher Janet Dempsey (Office manager)</i>

Emergency procedures - fire and evacuation

The school acknowledges its responsibility for ensuring that appropriate emergency procedures are in place and that these are communicated to all concerned, including other users of the premises, and monitored on a regular basis.

Responsibility for ensuring the fire risk assessment is undertaken and implemented rests with:	<i>Natalie Longstaff (HT) Janet Dempsey (office manager)</i>
Escape routes are checked by/every:	<i>Darren Wilkinson, daily (site supervisor)</i>
Fire extinguishers are maintained and checked by/every:	<i>Darren to monitor John Gibson to organise regular checks (See Fire folder)</i>
Alarms are tested by/every:	<i>Darren to monitor John Gibson to organise regular checks (See Fire folder)</i>
The emergency evacuation procedure is tested by/every:	<i>Darren to monitor John Gibson to organise regular checks (See Fire folder)</i>
Responsibility for ensuring arrangements are in place to deal with other emergency situations eg bomb threat, flood, etc. rests with:	<i>Natalie Longstaff</i>

Table of occupational health and safety topics/activities that apply

Occupational health and safety topic/activity (Note: This is not a comprehensive list. Please add any further topics/activities relevant to your school.) Information and guidance is available on the Health, Safety and Quality team website :	Applicable (√)	Details of where information about the school's arrangements can be found
Accident reporting, recording and investigation	x	Office
Asbestos management plan	x	Asbestos folder in office
Bodily fluids (urine; blood; faeces; vomit) and biological agents	x	Bodily fluid risk assessments/ T-Drive
Cleaning/caretaking tasks	x	Site supervisors room
Control of contractors	x	Contractors folder
Control of substances hazardous to health (COSHH)	x	CoSHH folder
Disability access (health and safety implications)	x	Ramps, disabled toilet, action plan
Display screen equipment and eye tests	x	Training and risk assessments
Driving at work	x	Training and risk assessment
Electrical safety, for example, installations, PAT tests, visual checks, local policy on bringing electrical items into school etc	x	PAT testing certificates
Emergency procedures other than fire, for example flood, services failure	x	Emergency evacuation plan and emergency matrix - office
Extended school and community use	x	Lettings policy, transfer of control policy
Finger traps (internal and external)	x	Work place inspection/finger guards
Fire safety	x	Training, fire procedures, fire risk assessment
First aid	x	Training log in office, first aid posters
Gas safety, for example, installations, servicing, tests, visual checks, local policy on use of gas items in school etc	x	Office
Health and safety induction (a checklist is available on the health safety and quality website)	x	Checklists
Infection control, including needles and needlestick injuries	N/A	
Lettings to non-school groups	x	Lettings agreements, transfer of control
Manual handling	x	Risk assessments in office And T-Drive. Training log

Occupational health and safety topic/activity (Note: This is not a comprehensive list. Please add any further topics/activities relevant to your school.) Information and guidance is available on the Health, Safety and Quality team website :	Applicable (√)	Details of where information about the school's arrangements can be found
Minibuses	N/A	
Mobile phones (the use of)	x	Mobile phone policy
Personal safety including lone working and violence and aggression	x	Risk assessments in office and T-Drive
Play equipment installations inspections	x	Playground inspection - Office
Playgrounds and external areas	X	Playground walkthrough and checklists- office
Ponds and water features	N/A	
Premises management (see premises management guidance on the Health, Safety and Quality team's website)	x	Office folder and T Drive
Pupil moving and handling (special needs)	x	Risk assessment/
Pregnant employees and nursing mothers		When applicable – risk assessment
Reporting of health and safety concerns/faults	x	Office recording book for site supervisor
Severe weather including winter gritting	x	Risk assessment
Shared use of buildings	N/A	
Sharps, for example, broken glass in the school building or external grounds	x	Risk assessment in office
Stress	x	Risk assessment in office
Swimming pools	N/A	
Transport safety/vehicle movement – arrangements for vehicle movement, car parking and vehicle/pedestrian segregation on site	x	Vehicle movement RA
Visitor and volunteers' safety	x	Visitor policy
Waste storage and disposal	x	Hygiene and bin store
Water hygiene (Legionella, lead etc) – a Legionella Risk Assessment should be in place as part of your premises management arrangements	x	Legionella folder
Work equipment and machinery		
Working at height – ladders, access equipment etc	x	Risk assessment and training log
Workplace inspection (internal and external)	X	Office folder

Table of non-occupational health and safety topics/activities that apply

Curriculum and other non-occupational activities (information and guidance is available in various parts of the Schools Portal)	Applicable (√)	Details of where information about the school's arrangements can be found
Administration of medication	x	See policy and documents stored in office
*Educational visits	x	EVOLVE
Food safety and hygiene		
Outdoor activities		
PE equipment	x	PE checks yearly
Pupil handling and restraint	x	Policy in place/cpoms for logs
Grounds maintenance activities	x	Grounds maintenance
School transport	n/a	
Science (only where not covered by curriculum safety procedures set down in CLEAPSS)		When and as appropriate
Smoking	X	No smoking policy on school site
Wearing of jewellery	x	Uniform policy
Work experience	x	Work experience checklist

The school will also take into account the risks, and make health and safety arrangements for, non-routine, out of hours, 'one-off', seasonal or sporadic activities for example special school and community events such as school fetes, etc.

*Note: Educational Visits have a separate intranet site on the Schools Portal at [Educational Visits](#).