

Churchstanton Primary School



Health & Safety Policy

Approved by the Board of Governors of Churchstanton Primary School:

Chair of Governors	Mr. Jon Wood
Head teacher	Mr. Matt Watson
Date Approved	September 2023
Proposed Review Date	September 2024

MODEL HEALTH AND SAFETY POLICY FOR SCHOOLS

THE LAW

Health and safety in schools is governed by legislation and associated regulations, which are enforced by the Health and Safety Executive (HSE).

In **community schools, community special schools and voluntary controlled school's** statutory health and safety responsibilities fall on the Local Authority (LA) (as the employer) and on the head teacher and other school staff (as employees).

As the management body, **the governing body** must ensure that school staff and premises follow policies and procedures set by the Local Authority for health and safety (e.g., reporting accidents, first aid provision), and:

- Implement a health and safety policy and advise employees of it;
- Have a Critical Incident/Business Continuity plan that considers emergency scenarios;
- Ensure, **so far as is reasonably practicable**, the health, safety and welfare of teachers and other education staff; the health and safety of pupils in school and on off-site visits; and the health and safety of visitors to schools, and volunteers involved in any activity on the school site or managed by the school;
- Assess the risk of all activities, both in school and off-site; introduce measures to manage those risks, and tell employees about those measures;
- Ensure that staff are competent and trained (including Team-teach techniques where necessary) in their health and safety responsibilities; and are actively involved in health and safety;
- Take reasonable steps to make sure that the buildings, equipment and materials are safe and do not put the health of users and visitors at risk.
- Promote and support sensible health and safety management through discussion at Governor or Senior Leadership Team meetings; advice and guidance from the Corporate Health and Safety Unit when required.

In practice, the governing body may delegate specific health and safety tasks to others at the school.

The governing body, and head teacher, must comply with any direction given to them by the LA concerning the health and safety of persons on the school's premises or taking part in any off-site school activities.

In **Academy schools, free schools, foundation schools and voluntary aided school's** statutory health and safety responsibilities fall on the governing body (as the employer) and on the head teacher and staff (as employees). Governing bodies may be constituted in one of the following formats:

- An Academy Trust

- The Governing body of a voluntary aided or a foundation school
- The owners or trustees of an Academy, foundation, VA or Free school

The governing body, as employer, has a duty (as required by The Management of Health and Safety at Work Regulations, 1999):

- Implement a health and safety policy and advise employees of it;
- Have a Critical Incident/Business Continuity plan in place;
- Ensure, **so far as is reasonably practicable**, the health, safety and welfare of teachers and other education staff; the health and safety of pupils in school and on off-site visits; and the health and safety of visitors to schools, and volunteers involved in any school activity;
- Assess the risk of all activities, both in school and off-site; introduce measures to manage those risks, and tell employees about the measures;
- Ensure that staff are trained in their health and safety responsibilities; and,
- Take reasonable steps to make sure that the buildings, equipment and materials are safe and do not put the health of users and visitors at risk.

In practice, the governing body may delegate specific health and safety tasks to others at the school. **However, the governing body retains the ultimate responsibility no matter who carries out the tasks.**

THE ROLE OF EMPLOYEES IN ANY SCHOOL

Employees must take reasonable care of their own health and safety, and that of anyone else who may be affected by what they do at work. They must also cooperate with others who have duties for health and safety by carrying out instructions and reporting unsafe practices. The head teacher, who has delegated responsibility for the day-to-day management of the school, has a role of Making sure that the governing body's health and safety policies and procedures are carried out.

COVERAGE

A list of all the issues to be covered by a school's health and safety policy is given on pages 6 - 8 of this document with electronic links to the relevant County Council or other appropriate guidance.

MODEL HEALTH AND SAFETY POLICY

1. **THE GOVERNORS OF:** Churchstanton Primary School will

- 1.1 Provide as far as reasonably practicable a safe and healthy environment for all persons who work at, attend or visit the school.
- 1.2 Ensure, as far as reasonably practicable, the health and safety of pupils, staff and volunteers on off-site visits and activities.
- 1.3 Endorse and support the safety policy of Somerset County Council, and to assist the Council to discharge those responsibilities, which it holds as employer.

- 1.4 Seek improvement to working conditions according to priorities within existing resources.
- 1.5 Recognize their responsibilities when they make available premises or equipment for hire and will ensure that risks to the safety or health of hirers and other persons are adequately controlled as far as possible.
- 1.6 Ensure that Risk Assessments are carried out within the school using a recognized method of recording (e.g., EEC Safety Suite). Risk assessments are communicated to all staff and reviewed as appropriate.
- 1.7 Promote and engage health and safety through discussion and informal meetings and ensure time is made available in staff meetings where health and safety issues can be raised.
- 1.8 Ensure that staff can access training to ensure their competence for their tasks.
- 1.9 Accept the duties that they may hold as a client where they arrange for work through contractors or volunteers. Follow the Council's guidance for the selection of competent contractors and **will** seek assistance from the Council's Corporate Property Group when necessary. Ensure that volunteers receive adequate instruction and supervision to work safely.
- 1.10 Report all incidents/accidents, using the Accident Reporting Module on the EEC Safety Suite and ensure appropriate follow up action has been carried out.
- 1.11 Review on an annual basis, all accidents and incidents reported to identify trends.
- 1.12 Consult with the school council and inform pupils of their responsibilities for Health and Safety.
- 1.13 Recognize the role of safety representatives appointed by recognized trade unions and co-operate with them so that they may undertake their health and safety related functions, including reasonable paid time off for consultation inspection and investigations.

The following individuals are recognized as safety representatives at the school.

Name (1) Matt Watson (2) Jon Wood (3) Marcus James

The Governors and Head teacher will draw this policy to the attention of all staff, and review annually.

Signed:

Chair of Governors:

Dated:

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Signed:

Head teacher:

Dated:
.....

2. ORGANISATION IN SUPPORT OF HEALTH AND SAFETY

- 2.1 Schools can be organized in a variety of ways, i.e., on a Head teacher/ Governing Body/Senior Management Team/Departmental basis. The key members are responsible for seeing that their area of responsibility or recognized staff follow the school's policy, and the following measures:
- 2.1.1 Identification and control of risks associated with any hazardous or dangerous substances.
 - 2.1.2 Selection of equipment suitable for its purpose and ensuring that it is properly used.
 - 2.1.3 Identifying and securing the training needs of members of their Area/Department
 - 2.1.4 Provision of suitable personal protective equipment when required and ensuring that it is properly used.
- 2.2 The Head teacher and Governors recognize the importance of all staff being competent and possessing the necessary current skills, knowledge and qualifications for the use of specialist equipment or facilities.
- 2.3 The Governors will monitor safety performance within the school against the standards set by Somerset County Council and provide an annual summary of their findings.
- 2.4 Ensure that regular School Premises Management checks are completed in line with the [Premises Managers checklist](#) alongside guidance from the School's Area Building Surveyor and Local Authority. Also ensuring that appropriate training needs of person responsible for premises is delivered.
- 2.5 Governors to agree delegation for approval of off-site visits and activities (Category A) and review on an annual basis. [Scheme of Delegation](#).
- 2.6 The Governors have appointed the following Governor to have a watching brief for health and safety issues, and bring to their notice such issues that require their attention
Jon Wood & Marcus James
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3. **Appointment of Appropriate Persons**

Schools should appoint appropriate persons for their delegated areas of responsibility within the school (see Table A for areas which need including in your policy). They should ensure that new staff have the necessary skills and qualifications on appointment, or are able to receive the necessary training and certification, after appointment or on change of responsibilities or work methods.

4. **Guidance for Schools**

The following guidance, produced by the Local Authority, is available for schools to use for their own standards:

- [Guidance for Schools Volume 4](#)
- [Outdoor Education and External Visits Website](#)

4.1 The Governors adopt the standards of the following publications, which are endorsed by Somerset County Councils Learning and Achievement service as standards for its schools:

- Association for Physical Education - afPE, (Published September 2016)
- Health and Safety: Responsibilities and duties for Schools: November 2018: <https://www.gov.uk/government/publications/health-and-safety-advice-for-schools-and-duties-for-schools>
- Building Bulletin 100: Design for Fire Safety in Schools (March 2014) – Gov.UK link: <https://www.gov.uk/government/publications/building-bulletin-100-design-for-fire-safety-in-schools>
- Learning Outside of the Classroom: <http://www.lotc.org.uk/>
- Guidance on First Aid for Schools: first published August 2000, latest update – 12 February 2014, link: <https://www.gov.uk/government/publications/first-aid-in-schools>
- Supporting Pupils at School with Medical Conditions: published by Department for Education, December 2015; link: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/484418/supporting-pupils-at-school-with-medical-conditions.pdf

The School has established its own policies on [complete as relevant]

TABLE A - DELEGATED AREAS OF RESPONSIBILITY WITHIN THE SCHOOL

Name of School: Churchstanton Primary School.....

Head teacher Matt Watson

Delegated Senior Manager: Jon Wood

Premises Manager: Richard Gant

External Visit Coordinator: Matt Watson

Area	Location of Policy/Guidance	Name of person responsible
ACCIDENTS/INCIDENTS (NEAR MISSES):		
Incidents/Injuries	Accident Reporting (EEC Safety Suite)	Matt Watson
EMERGENCY PROCEDURES:		
Emergency Procedures Critical/Major Incidents and updating your Contingency Plan	Business Continuity Plan template for Schools School Closures Updating your Contingency Plan Critical Incidents in Schools	Matt Watson
EXTERNAL VISITS:		
External Visit Coordinator	Outdoor Education and External Visits Website EEC Safety Suite> External Visits Management Policy for Offsite Visits and Activities – in school	Matt Watson
INDUCTION/TRAINING:		
SCC Training Policy (HS031)	H&S Induction Checklist (Schools)	Matt Watson
MEDICAL:		
Hygiene Control	Guidance for Schools: Volume 4	Matt Watson
Infection Control	Public Health England Guidance	Matt Watson

Medicines in school	Guidance for Schools: Volume 4	Richard Gant
Needle stick Injuries	H & S Policy Manual - HS007	Matt Watson
New and Expectant Mothers	H & S Policy Manual - HS017	Matt Watson

Area	Location of Policy/Guidance	Name of person responsible
Supporting Pupils with medical conditions,	https://www.gov.uk/government/publications/supporting-pupils-at-school-with-medical-conditions-3/supporting-pupils-with-medical-conditions-links-to-other-useful-resources--2	Matt Watson
RISK MANAGEMENT:		
Computer Use	DSE Assessment Form – HS030 Managers Guide, User Guides and DSE1 assessment form for schools	Matt Watson
COSHH	H & S Policy Manual – HS008 Hazardous substances COSHH Assessment Form (F08)	Richard Gant
Employee or Volunteer Driver	Driver Risk Assessment HS014	N/A
First Aid	H & S Policy Manual HS012	Karina Holt
Minibus Safety	Outdoor Education Advisors Panel – National Guidance	N/A
Violence at Work	Work-related Violence HS011	Matt Watson
SITES AND BUILDINGS:		
SCC Overarching Guidance document	Corporate Property Standards and Guidance Including construction work/contractors on school site	Matt Watson
Asbestos	Asbestos Register - in School	Richard Gant
Electrical Safety <ul style="list-style-type: none"> Portable Appliance Testing 	Guidance for Schools: Volume 4	SSE
Equipment Maintenance <ul style="list-style-type: none"> Lifting Equipment PE Equipment CDT Equipment LEV 	Contact Property Services - Contracts available for purchase by schools.	SSE

<p>Fire Safety</p> <ul style="list-style-type: none"> Arson Prevention 	<p>Fire H&S010</p> <p>Contact insurance for more advice</p> <p>https://www.somerset.org.uk/sites/sccinsurance/SitePages/Home.aspx</p>	<p>Coombers</p>
<p>Gas Appliances</p> <ul style="list-style-type: none"> Boilers Kitchen 	<p>Contact Property Services: Contracts available for purchase. School responsibility unless Special.</p>	<p>Somerset Gas</p>
<p>Premises Managers checklist</p>	<p>Premises Managers Task List</p>	<p>Richard Gant</p>
<p>Pressure systems – e.g., steam ovens/stills</p>	<p>School responsibility - contact Insurance</p> <p>https://www.somerset.org.uk/sites/sccinsurance/SitePages/Home.aspx</p>	<p>N/A</p>
<p>Safety Glazing</p>	<p>Please refer to SCC Corporate Property Standard – BDN 27 L40 Safety Glazing</p>	<p>SSE</p>

TABLE B ESTABLISHMENT

Document Prepared by *Matt Watson*

(Signature)

(Print Name) Matt Watson



Title: Headteacher (e.g., Head teacher/Governor)

Date: Sept 2023 TABLE B

The monitoring/review arrangements in place are summarized below:

External Monitoring

- H&S Safety Audit (CHSU – every 3-years)
- Inspection Report (purchased by way of SSE Health and Safety Management Package)
- Accident/Incident Report
- Safety Representation Reports (Recognized Trade Union/Professional Association) Property Services Report – Capital Support
- Fire Risk Assessment – (CHSU - every 5-years)
- Legionella Risk Assessment

Internal Monitoring

- Activity Planning (Burgundy Pack)
- Annual Declaration (Civica) Annual Review (Civica)
- EEC Management Report
- EEC H&S Self-Audit questionnaire
- Governors Meetings with standing Health and Safety agenda item
- Governors Premises walkabout with feedback report
- Headteachers Self-Assessment (Burgundy Pack)
- H & S Committee Inspection
- Senior Leadership Team Meeting with standing Health and Safety agenda item
- Staff Induction and INSET day training