

Changes from original policy following feedback / changes in legislation

Change	Reason Reviewer / Legislation	Date
13.1 changed Health and safety officer to Head of School / Centre	Reviewer	05-02-2024
15 - Reviewer states add frequency should be annually but covered in point 15.1	Reviewer	05-02-2024
22.5 The premises regulations have been replaced with a 2012 edition, there is no reference to working temperatures, this can be removed. Table removed	Reviewer	05-02-2024
24.3 Not sure you need to do all of these annually, they need to be reviewed if something changes but if nothing has changed I would review less frequently Changed to every 3 years unless there is significant change	Reviewer	05-02-2024



Health & Safety Policy

Date Approved	07-02-2024
Date of Next Review	07-02-2027

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Statement of intent

At Inclusive Education Trust we are committed to the health and safety of our staff, students and visitors. Ensuring the safety of our community is of paramount importance and this policy reflects our dedication to creating a safe learning environment.

We are committed to:

- Providing a productive and safe learning environment.
- Preventing accidents and any work-related illnesses.
- Compliance with all statutory requirements.
- Minimising risks via assessment and policy.
- Providing safe working equipment and ensuring safe working methods.
- Including all staff and representatives in health and safety decisions.
- Monitoring and reviewing our policies to ensure effectiveness.
- Setting high targets and objectives to develop the school's culture of continuous improvement.
- Ensuring adequate welfare facilities are available throughout our school.
- Ensuring adequate resources are available to address health and safety issues, so far as is reasonably practicable.

1. Legal framework

1.1. This policy has due regard to all relevant legislation including, but not limited to, the following:

- Health and Safety at Work etc. Act 1974
- The Workplace (Health, Safety and Welfare) Regulations 1992
- The Management of Health and Safety at Work Regulations 1999
- The Control of Substances Hazardous to Health Regulations 2002
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013
- The Construction (Design and Management) Regulations 2015
- The Personal Protective Equipment at Work Regulations 1992
- The Education (School Premises) Regulations 1999
- The Ionising Radiation Regulations 2017 (IRR17)

1.2. This policy has due regard to national guidance including, but not limited to, the following:

- DfE (2018) 'Health and safety: responsibilities and duties for schools'
- DfE (2015) 'Health and safety for school children'
- DfE (2019) 'Keeping children safe in education'
- DfE (2017) 'Safe storage and disposal of hazardous materials and chemicals'
- HSE (2014) 'Sensible health and safety management in schools'

1.3. This policy operates in conjunction with the following school policies:

- COSHH Policy
- First Aid Policy
- Supporting Students with Medical Conditions Policy
- Lone Working Policy
- Fire Risk Assessment
- Fire Evacuation Plan

2. Roles and responsibilities

2.1. The Trust board, in consultation with the CEO, will:

- Ensure familiarity with the requirements of the appropriate legislation and codes of practice.
- Create and monitor a management structure responsible for health and safety in the school.
- Ensure there is a detailed and enforceable policy for health and safety, and that the policy is implemented by all.
- Annually assess the effectiveness of the policy and ensure any necessary changes are made.
- Identify risks relating to possible accidents and injuries, and make reasonable adjustments to prevent them occurring.

2.2. The Trust board will provide:

- A safe place for all users of the site including staff, students, parents/carers and visitors.

- Safe means of entry and exit for all site users.
- Equipment, grounds and systems of work which are safe.
- Safe arrangements for the handling, storage and transportation of any articles and substances.
- Safe and healthy working conditions that comply with statutory requirements, codes of practice and guidance.
- Supervision, training and instruction so that all staff can perform their duties in a healthy and safe manner.
- Where necessary, protective equipment and clothing, along with any necessary guidance and instruction.

2.3. The CEO will:

- Have overall responsibility for the day-to-day development and implementation of safe working practices and conditions for all staff, students, parents/carers and visitors.
- Set the direction for effective health and safety management.
- Introduce management systems and practices that ensure risks are dealt with sensibly, responsibly and proportionately.
- Review this policy and its effectiveness annually.
- Take all reasonably practicable steps to ensure this policy is implemented by the heads of the appropriate departments and other members of staff.
- Designate a competent person who will be responsible for ensuring the school meets its health and safety duties – the competent person will be the health and safety officer (SBM).

2.4. The competent health and safety officer will:

- Assist with the creation and implementation of this policy.
- Be responsible for investigating accidents and incidents, to understand causes and amend risk assessments as required.
- Be the designated contact with the LA and the HSE where necessary.
- Support staff with any queries or concerns regarding health and safety.
- Identify hazards by conducting risk assessments.

2.5. Supervisory staff will:

- Be familiar with the requirements of health and safety legislation.
- Be responsible for the implementation and operation of the school's Health and Safety Policy in their department, and for areas of responsibility delegated by the Head of School/Head of Centre.
- Be responsible for adhering to the aspects of health and safety that are outlined in their job descriptions.
- Take a keen interest in the Health and Safety Policy and assist in ensuring all staff, students and visitors comply with its requirements.

2.6. All members of staff will:

- Take reasonable care of their own health and safety, and that of others who may be affected by what they do at work.

- Cooperate with their employers on health and safety matters.
- Carry out their work in accordance with training and instructions.
- Inform the employer of any work situation representing a serious and immediate danger, so that remedial action can be taken.
- Familiarise themselves with the Health and Safety Policy and aspects of their work related to health and safety.
- Avoid any conduct which puts themselves or others at risk.
- Be familiar with all requirements laid down by the Trust board.
- Ensure that all staff, students, parents/carers and visitors are applying health and safety regulations and adhering to any rules, routines and procedures in place.
- Ensure all machinery and equipment is in good working order and safe to use, including adequate guards. They will also not allow improper use of such equipment.
- Use the correct equipment and tools for the job and any protective clothing supplied.
- Ensure any toxic, hazardous or flammable substances are used correctly, and stored and labelled as appropriate.
- Report any defects in equipment or facilities to the designated health and safety officer.
- Take an interest in health and safety matters, and suggest any changes that they feel are appropriate.
- Make suggestions as to how the school can reduce the risk of injuries, illnesses and accidents.
- Exercise good standards of housekeeping and cleanliness.
- Adhere to their common law duty to act as a prudent parent would when in charge of students.

3. Construction/maintenance of the premises

3.1. When undertaking construction or maintenance work, the school will do so in accordance with The Construction (Design and Management) (CDM) Regulations 2015.

3.2. Construction work means:

- The carrying out of any building, civil engineering or engineering construction work and includes:
- The construction, alteration, conversion, fitting out, commission, renovation, repair, upkeep, redecoration or other maintenance, decommissioning, demolition or dismantling of a structure;
- The preparation for an intended structure, including site clearance, exploration, investigation (but not site survey) and excavation (but not pre-construction archaeological investigations), and the clearance or preparation of the site or structure for use or occupation at its conclusion;
- The installation, commission, maintenance, repair or removal of mechanical, electrical, gas, compressed, air, hydraulic, telecommunications, computer or similar services which are normally fixed within or to a structure;

- The assembly on site of prefabricated elements to form a structure or the disassembly on site of the prefabricated elements which, immediately before such disassembly, formed a structure;
- The removal of a structure, or of any product or waste resulting from demolition or dismantling of a structure, or from disassembly of prefabricated elements which immediately before such disassembly formed such a structure.

3.3. The Head of School/Head of Centre will ensure that all construction and maintenance projects have a formally appointed principal designer and principal contractor.

3.4. The Head of School/Head of Centre will liaise with the principal contractor to identify if the scope of the project means that it should be notified to the HSE.

3.5. The Head of School/Head of Centre will ensure that:

- The principal designer and principal contractor are provided with a 'client brief/CDM pre-construction information' at the earliest opportunity, to contain relevant information which should, as a minimum, include the following:
 - What the school wants built or maintained
 - The site and existing structures
 - Information about hazards, such as asbestos
 - Timescales and budget for the build
 - How the school expects the project to be managed
 - CDM appointments of principal contractor/principal designer
 - Welfare arrangements
 - Details of the nearest A&E department
- The principal contractor draws up a Construction Phase Plan that explains how health and safety risks will be managed – permission will not be given for construction or maintenance work to begin until this is in place.
- The principal designer prepares a health and safety file containing information that will help the school manage risks associated with any future maintenance, repair, construction or demolition work.
- The roles, functions and responsibilities of the project team are clearly defined in writing, e.g. in the project plan.
- Sufficient time and resources are allocated, and effective mechanisms are in place to ensure good communication, cooperation and coordination between all members of the project team.
- The principal contractor has made arrangements for adequate welfare facilities for their workers before the construction or maintenance work starts.
- Following completion of the project, the health and safety file is handed over to the Head of School/Head of Centre, kept up-to-date by the health and safety officer, and is made available to anyone who needs to alter or maintain the building.

3.6. The Head of School/Head of Centre will hold weekly progress meetings with the project team to ensure that all members are carrying out their roles as required.

3.7. Where the project is for a new workplace or alterations to an existing workplace, it must also meet the standards set out in The Workplace (Health, Safety and Welfare) Regulations 1992.

4. Students' duties

4.1. Students will:

- Exercise personal responsibility for the health and safety of themselves and others.
- Dress in a manner that is consistent with safety and hygiene standards.
- Respond to instructions given by staff in an emergency.
- Observe the health and safety rules of the school.
- Not misuse, neglect or interfere with items supplied for their, and other students', health and safety.

5. Training

5.1. The school will ensure that staff members are provided with the health and safety training they need for their job. This may not mean attendance at training courses; it may simply involve providing staff with basic instructions and information about health and safety in the school.

5.2. The Head of School/Head of Centre will ensure that there are an appropriate number of first-aid trained staff members working within each school.

5.3. Staff members will be provided with regular training opportunities and have access to support where needed.

5.4. Staff members are expected to undertake appropriate CPD in order to further contribute to the running and success of the school.

5.5. Staff will be trained on how to assess risks specific to their role.

5.6. The health and safety officer will ensure staff know how to meet their duties outlined in this policy.

5.7. Where relevant to their role, staff will receive specific training in:

- Using industrial machinery.
- Managing asbestos.
- Having responsibility for the storage and accountability for potentially hazardous materials.

6. First aid

6.1. The school will act in accordance with the First Aid Policy at all times.

6.2. The school will ensure ample provision is made for both trained personnel and first-aid equipment on-site.

7. Contacting the emergency services

7.1. The Head of School/Head of Centre will certify that procedures for ensuring safety precautions are properly managed are discussed, formulated and effectively disseminated to all staff.

7.2. Staff will contact the emergency services in an emergency.

7.3. Staff will alert their colleagues to the incident, if it is safe and appropriate to do so, using two-way radios.

7.4. Where an ambulance is called for a student, staff, parents/carers/visitors, office staff will contact the student's parents.

7.5. Where necessary, all students will be evacuated from the building and taken to the designated emergency assembly point.

7.6. Staff will be aware of any students who have specific evacuation needs.

7.7. Staff will be responsible for the safety of students and responding to any questions from the emergency services, as best they can.

8. Fire safety

8.1. All staff members fully understand and effectively implement the Fire Evacuation Plan.

8.2. The Head of School/Head of Centre is responsible for certifying that procedures for ensuring that safety precautions are properly managed will be discussed, formulated and effectively disseminated to all staff.

8.3. Staff will receive fire safety training to ensure they understand the procedure for fire drills and the use of fire extinguishers.

8.4. The school will test evacuation procedures on a termly basis.

8.5. The evacuation of visitors and contractors will be the responsibility of the person they are visiting or working for.

8.6. Firefighting equipment will be checked on an annual basis by an approved contractor.

8.7. Fire alarms will be tested weekly from different 'break glass' fire points around the school, and records will be maintained and held in the school office.

8.8. Emergency lighting will be tested on an annual basis, and records will be maintained and held in the school office.

9. Accident reporting

9.1. All accidents and incidents, including near-misses or dangerous occurrences, will be reported as soon as possible to the nominated health and safety officer using the Oshens Accident Reporting System.

9.2. The health and safety officer will be responsible for informing the Head of School/Head of Centre if the accident is fatal or a "major injury", as outlined by the HSE.

10. Significant accidents

Significant accidents, as defined in the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013, will be reported to the HSE at the earliest opportunity.

10.1. The 'specified injuries' which must be reported include the following:

- Accidents to employees causing either death or major injury
- Accidents resulting in employees being away from work or being unable to perform their normal work duties for more than seven consecutive days (this seven-day period does not include the day of the accident)
- Fractures, other than to fingers, thumbs and toes
- Amputation of an arm, hand, finger, thumb, leg, foot or toe
- Any injury likely to lead to permanent loss of sight or reduction in sight in one or both eyes
- Any crush injury to the head or torso, causing damage to the brain or internal organs
- Any burn injury (including scalding) which covers more than 10 percent of the whole body's surface area or causes significant damage to the eyes, respiratory system or other vital organs
- Any degree of scalping requiring hospital treatment
- Any loss of consciousness caused by head injury or asphyxia
- Any other injury arising from working in an enclosed space which leads to hypothermia or heat-induced illness, or that requires resuscitation or admittance to hospital for more than 24 hours

10.2. Additional reportable occurrences include the following:

- The collapse, overturning or failure of any load-bearing part of any lifting equipment

- The explosion, collapse or bursting of any closed vessel or pipe work
- Electrical short circuit or overload resulting in a fire or explosion
- Unintentional explosion, misfire or failure of demolition to cause the intended collapse, projection of material beyond a site boundary, or injury caused by an explosion
- Any accidental release of a biological agent likely to cause severe human illness
- Any collapse or partial collapse of scaffolding over five metres in height
- When a dangerous substance being conveyed by road is involved in a fire or is released
- The unintended collapse of any building or structure under construction, alteration or demolition, including walls or floors
- Any explosion or fire resulting in the suspension of normal work for over 24 hours
- Any sudden, uncontrolled release in a building of: 200kg or more of flammable liquid, 10kg or more of flammable liquid above its boiling point, 10kg or more of flammable gas, or 500kg or more of these substances if the release is in the open air
- Accidental release of any substances which may damage health
- Serious gas incidents
- Poisonings
- Skin diseases including, but not limited to: occupational dermatitis, skin cancer, chrome ulcer, oil folliculitis/acne
- Lung diseases including, but not limited to: occupational asthma, farmer's lung, asbestosis, mesothelioma
- Infections including, but not limited to: leptospirosis, hepatitis, anthrax, legionellosis, tetanus
- Other conditions such as occupational cancer, certain musculoskeletal disorders, decompression illness and hand-arm vibration syndrome

11. Reporting procedures

11.1. Should an incident require reporting to the Incident Control Centre (ICC) (part of the HSE), the health and safety officer, or a person appointed on their behalf, will file a report as soon as is reasonably possible.

11.2. The person will complete the relevant report on the HSE website:
<http://www.hse.gov.uk/riddor/report.htm>.

11.3. The HSE no longer accepts written accident reports, except for in exceptional circumstances. The school will report all accidents and injuries online where possible (using the above link/web address).

11.4. Fatal and specified injuries, as outlined in 10.2, may only be reported using the telephone service on 0845 300 9923 (open Monday to Friday 8.30am to 5pm).

12. Reporting hazards

12.1. Staff, students, contractors and visitors have a legal duty to report any condition or practice they deem to be a hazard.

12.2. In the main, reporting should be conducted verbally to the SBM as soon as possible, who will then inform the Head of School/Head of Centre as appropriate.

13. Accident investigation

13.1. All accidents, however small, will be investigated by the Head of School / Centre and the outcomes recorded.

13.2. The length of time dedicated to each investigation will vary depending on the seriousness of the accident.

13.3. After an investigation takes place, a risk assessment will be carried out, or the existing assessment amended, to avoid reoccurrence of the accident.

13.4. The health and safety officer will undertake termly evaluations of all reported incidents. They will then identify patterns and trends in order to take corrective action and minimise the reoccurrence of any incident/illness.

14. Our active monitoring system

14.1. It is good practice to actively monitor systems prior to accidents, ill health or incidents taking place; this involves regularly checking compliance procedures and the achievement of objectives. Our procedure for actively monitoring our system includes:

- Annual audits, including fire risk assessments and health and safety audits.
- Termly examination of documents to ensure compliance with standards.
- Termly inspection of premises, plants and equipment.
- Termly reports and updates to the Head of School/Head of Centre.
- External measures, such as surveys by contractors and service providers, along with visits from Environmental Health and Ofsted.

15. Asbestos management

15.1. In accordance with HSE guidance, an asbestos management survey is undertaken annually.

15.2. This survey will be undertaken following any changes of use to a location or prior to any significant building work.

15.3. Contractors and others such as site supervisors etc. will have sight of survey prior to starting any work on the premises.

15.4. Staff are instructed not to drill or affix anything to walls without first obtaining approval from the SBM and checking survey.

15.5. Further details concerning the management of asbestos can be found in the Asbestos Management Document held in the school office.

16. Bomb threat procedure

16.1. Upon receipt of a bomb threat or a suspicious package, staff members will ask the following types of questions, regardless of the call's source (including if the call is from the police):

- Where is it?
- In which building is it and on what floor?
- What time will the bomb go off?
- What does the bomb look like and what colour is it?
- What type of bomb is it and what type of explosive?
- Who are you?
- Why are you doing this?
- Do you have a code word?

16.2. The appropriate evacuation procedure will be followed whether staff members believe the threat to be a hoax or not.

16.3. Where possible, caller ID or dialling the 1471 service will be used to identify where the call has come from.

16.4. Staff should note the time of the call and write down exactly what was said by the person calling, as this may be useful for the police.

16.5. Where possible, recording devices will be used whilst receiving a bomb threat.

16.6. The staff member receiving the call will contact the Head of School/Head of Centre immediately, who will then alert the police and the LA.

16.7. The Head of School/Head of Centre will decide whether or not to evacuate the building.

17. Evacuation

17.1. The school will follow the procedure outlined in the Personal Emergency Evacuation Plan, for any members of staff needing assistance in the event of a crisis.

17.2. In the event of a fire, the Fire Evacuation Plan will be implemented.

17.3. If an evacuation is deemed necessary, the following procedure will take place:

All senior staff will be informed of the situation either in person or via the internal computer system, not by the use of radios or mobile phones. The evacuation will then take place as per fire drill procedures, except staff will be instructed to:

- Leave all doors and windows open (excluding the area in which the bomb or suspicious package is positioned; this room should be sealed with all windows and doors closed).
- Take all essential personal items with them, to avoid unnecessary searching.
- Staff and students will be asked to make their way to the normal fire assembly area (the area should be moved if close to the area of the bomb or suspicious package).
- Staff will be positioned at all gates leading into the school and nobody will be allowed in or out except for emergency personnel.
- Once the police have arrived, staff will await further instruction from the emergency services.

18. Hazardous materials

18.1. The school will act in accordance with the school's COSHH Policy at all times.

18.2. No chemicals or other hazardous materials will be used without the permission of the Head of School/Head of Centre .

18.3. The school will only purchase hazardous materials from a reputable source, making sure that the relevant material safety data sheet (MSDS) is provided by the retailer on delivery.

18.4. The school will only order supplies of hazardous materials when existing stocks are no longer adequate, and in quantities that are no larger than necessary.

18.5. The health and safety officer is responsible for ensuring all products that may be hazardous to health are risk assessed before being used, taking into account the advice on the relevant MSDS or Hazard – the latter is provided from CLEAPPS, recognised by Ofsted and HSE as a definitive basis for undertaking practical work safely.

18.6. The health and safety officer will ensure that the relevant control measures and appropriate guidelines are put in place to manage the risks identified in risk assessments.

18.7. Control measures will be checked and reviewed by the health and safety officer on a termly basis to ensure continued effectiveness, even when they are known to be reliable.

18.8. All equipment, materials and chemicals will be held in appropriate containers and areas conforming to health and safety regulations.

18.9. Hazardous substances will be labelled with the correct hazard sign and contents label.

18.10. Storage life will be considered by department leaders. All COSHH and ionising radiations regulations will be adhered to.

18.11. Low-toxic products, such as corrective fluid and aerosol paints, will be stored securely and only used under supervision in a well-ventilated area.

18.12. Dust and fumes will be safely controlled by local exhaust ventilation equipment.

18.13. No staff member, student, parent, carer or visitor should ever be put at risk through exposure to any hazardous substance used in our practical curriculum.

18.14. No potentially hazardous materials will be used in lessons without the approval of the health and safety officer.

18.15. The health and safety officer will ensure staff are appropriately trained to use hazardous materials.

18.16. Where a substance has a workplace exposure limit, control measures will ensure that exposure is below the limit.

18.17. The SBM will keep an up-to-date inventory of all the hazardous chemicals and materials held at the school.

18.18. An annual audit of hazardous materials will be undertaken by the SBM with routine surveillance to ensure that they remain safe to store. Unwanted or surplus chemicals and materials, including those that have become unsafe, will be disposed of by a registered waste carrier, in accordance with school procedures.

19. Personal protective equipment (PPE)

19.1. PPE means all equipment worn, or held, by staff or students, parents/ carers or visitors which is designed to protect them from specified hazards.

19.2. In line with the Personal Protective Equipment at Work Regulations 1992, the school will provide employees and students who are exposed to a hazard at the school, which cannot be controlled by other means, with PPE.

19.3. All staff and students, parents, carers and visitors will be provided with protective eyewear in all workshops and laboratories. Visitors will also be supplied with PPE when appropriate.

19.4. Staff and students, parents, carers and visitors will use the PPE provided, and care for it according to the instructions and training given.

19.5. students, parents, carers and visitors will report any loss or defects to their class teacher/reception who will report it to the SBM for repair.

19.6. PPE will not be worn if the hazard is caused by wearing it that is greater than the hazard it is intended to protect the wearer from.

19.7. PPE includes laboratory and workshop equipment, such as tool box tools, protective clothing, safety footwear and face masks, PE equipment, ICT equipment, photocopiers and other office equipment, lifting equipment and respiratory protective equipment.

19.8. Thorough risk assessments are carried out by the health and safety officer to determine the suitable PPE to be used for each hazard and these are reviewed on a termly basis.

19.9. Staff and students, parents/carers and visitors can expect that any equipment they use is suitable for its intended use and is properly maintained.

19.10. Equipment manuals are readily available and warning signs are clearly displayed in areas, and on equipment, where PPE is mandatory.

19.11. When not in use, PPE will be properly stored, kept clean, and in good repair. Inspectors will inspect the following equipment for health and safety issues annually:

- All electrical appliances
- All fixed gymnasium equipment
- Any workshop equipment, e.g. lathes and kilns
- All fume cupboards

19.12. It is the responsibility of the health and safety officer to ensure new equipment meets the appropriate standards and conforms to all health and safety requirements.

20. Medicine and drugs

20.1. The school's Supporting Students with Medical Conditions Policy will be read, understood and adhered to at all times.

20.2. The school will obtain notification from parents/carers regarding any medication that students are required to take.

20.3. Only trained staff will administer medication.

20.4. Staff will receive training in supporting students with medical conditions.

20.5. A record will be kept of any medication that students take – this will be checked prior to administering any non-prescription medication.

21. Smoking/Vaping

21.1. All schools are non-smoking/non-vaping premises and no smoking or vaping will be permitted on the grounds.

22. Housekeeping and cleanliness

22.1. Contract cleaners will be monitored by the SBM. The standard required will be clear in the service level agreement held with the contracted cleaners.

22.2. Special consideration will be given to hygiene areas.

22.3. Waste collection services will be monitored by the SBM.

22.4. Special consideration will be given to the disposal of laboratory materials and clinical waste.

23. Infection control

23.1. The school actively prevents the spread of infection through the following measures:

Routine immunisation

- Maintaining high standards of personal hygiene and practice
- Maintaining a clean environment

23.2. The school employs good hygiene practices in the following ways:

- Displaying posters throughout the school, encouraging all students, staff members, parents/carers and visitors to wash their hands after using the toilet, before eating or handling food, after touching animals, and following any other actions that increase the risk of the spread of infection, such as coughing or sneezing
- Ensuring there is sufficient liquid soap, warm water and paper towels available for everyone to wash their hands throughout the school
- Employing cleaners to carry out thorough and frequent cleaning that follows national guidance
- Providing PPE where necessary
- Immediately cleaning any spillages of bodily fluids with a combination of detergent and disinfectant, and always wearing PPE. Mops will not be used to clean up body fluid spillages; instead, paper towels will be used and discarded properly, following the procedures for clinical waste

23.3. Staff and students displaying signs of infection, such as rashes, vomiting, diarrhoea, etc., will be sent home and recommended to see a doctor.

23.4. All staff are subject to a full occupational health check before starting employment at the school.

23.5. The school encourages parents/carers to have their children immunised.

23.6. All cuts and abrasions will be covered with waterproof dressings.

23.7. The school will ensure that arrangements are in place to minimise any student health risks, e.g. flu, by ensuring hygiene standards are maintained and students and staff are not permitted in school if they are unwell.

24. Risk assessment

24.1. The Head of School/Head of Centre has overall responsibility for ensuring potential hazards are identified and risk assessments are completed for all areas in the school. The health and safety officer will be consulted when risk assessments are being carried out.

24.2. Termly assessments of high-risks areas, such as laboratories, will be undertaken.

24.3. Risk assessments will be conducted for all other areas of the school if there is significant change or every 3 years.

24.4. Risk assessments will consider the needs of staff, students, parents/carers, visitors and contractors.

24.5. Risk assessments will identify all defects and potential risks along with the necessary solutions or control measures.

24.6. Risk assessments will be reviewed if:

- There is any reason to suspect that they are no longer valid.
- There has been a significant change in related matters.

24.7. The Trust board will be informed of risk assessments, allowing issues to be prioritised and actions to be authorised, along with funds and resources.

24.8. The school will record any significant findings of any risk assessments, including the following:

- The identified hazards
- How people might be harmed by them
- What the school has implemented to control the risk

24.9. A designated staff member will ensure risk assessments are completed by staff leading day trips.

25. Slips and trips

25.1. In line with HSE guidance, control measures are in place to effectively control slip and trip risks. The school utilises the following procedure:

- Identify the hazards – risk factors considered include:
 - Environmental (floor, steps, slopes, etc.)
 - Contamination (water, food, litter, etc.)
 - Organisational (task, safety, culture, etc.)
 - Individual factors (rain, supervision, pedestrian behaviour, etc.)
 - Decide who might be harmed and how
 - Consider the risks and decide if existing precautions are sufficient, or if further measures need to be introduced
 - Record the findings
 - Review the assessment regularly and revise if necessary

26. Security and theft

26.1. CCTV systems will be used to monitor events and identify incidents taking place.

26.2. CCTV systems may be used as evidence when investigating reports of incidents.

26.3. Money will be held in a safe and banked on a regular basis to ensure large amounts are not held on-site.

26.4. Money will be counted in an appropriate location, such as the school office, and staff should not be placed at risk of robbery.

26.5. Staff, students, parents/carers and visitors are responsible for their personal belongings and the school accepts no responsibility for loss or damage.

26.6. Thefts may be reported to the police and staff members are expected to assist police with their investigation.

26.7. All members of staff are expected to take reasonable measures to ensure the security of school equipment being used.

26.8. Missing or believed stolen equipment will be reported immediately to a senior staff member.

26.9. The school will install access control and security measures to ensure the safety of the school, e.g. security glazing on windows.

26.10. The school will ban individuals from the premises if they pose a risk to any member of the school community.

26.11. The school will consider any risks that are posed by their local context, e.g. recent arson attacks.

27. Severe weather

27.1. The CEO and Director of Education, in liaison with the Trust board, makes a decision on school closure on the grounds of health and safety.

27.2. If a closure takes place parents will be informed by text and a notice will be placed on the individual school website.

28. Safe use of minibuses

28.1. The health and safety officer is responsible for arranging the annual maintenance of the minibus, including MOTs and road tax.

28.2. The driver will have a current license, be aged 21 years or over and have been driving on a full licence in Group D or passenger carrying vehicle for 2 years.

28.3. Drivers will supply a photocopy of their driving licence.

28.4. Internal damage to the minibus is the responsibility of the individual or organisation using the minibus. The school will decide who is responsible for covering the cost of any repairs.

28.5. The minibus will carry strictly one person per seat and seat belts will be worn at all times.

28.6. Fines accrued will be paid by the driver at the time the offence was committed.

28.7. Starting and closing mileage, along with any potential risks or defects identified, will be reported upon return to the school.

29. Manual handling

29.1. Manual handling can prove hazardous when it has the potential to cause a musculoskeletal disorder. This can be due to repetition of the action, the force and/or posture involved in the

completion of a handling task, and/or a person's ability to hold/grasp the particular item in a safe and balanced manner.

29.2. The health and wellbeing of all members of staff will be maintained and promoted by providing a safe working environment, specifically with regards to manual handling tasks.

29.3. A systematic approach to manual handling will be implemented, whereby everyone will be made aware of their individual roles and responsibilities.

29.4. Practical and workable solutions will be provided to improve the effectiveness of working practices.

29.5. Equipment and information and training will be provided, which is necessary to ensure the health and safety of staff involved in manual handling.

29.6. While staff can decide whether or not they can manage the task, it is ultimately the Head of School/Head of Centre's duty to ensure the member of staff will not be at risk when performing the task.

30. Visitors to the school

30.1. The procedures outlined in the Visitor Policy and the Contractors Policy will be implemented by relevant staff when receiving visitors to the school.

30.2. All visitors and contractors will sign in to reception.

30.3. Once signed in, visitors and contractors will be collected from reception by the member of staff they are visiting, or escorted to the area of the school concerned.

30.4. No contractor will carry out work on the school site without the express permission of the Head of School/Head of Centre, other than in an emergency or to make the site safe following theft or vandalism.

30.5. Contractors will be responsible for the health and safety of their employees and for ensuring safe working practices. They will not constitute a hazard to staff, students, parents/carers or visitors to the school.

30.6. Anyone hiring the premises will be made aware of their health and safety obligations when making the booking.

30.7. Visitors, parents/carers and contractors will wear a visitor's badge at all times while on school grounds.

30.8. Cleaning contractors will wear an easily identifiable uniform or badge at all times.

30.9. Temporary teaching staff and assistants will inform reception of their presence by reporting to reception on arrival and signing the visitors' log.

30.10. Staff members who encounter an unidentifiable visitor will enquire if they require assistance and direct them to reception or off site.

30.11. Staff members who encounter uncooperative visitors threatening violence, refusing to leave the site, or carrying out physical or verbal abuse will seek immediate help via a 999 phone call.

31. Working at heights

31.1. The CEO is responsible for ensuring suitable procedures are in place for undertaking risk assessments for all situations requiring work at height. These procedures must ensure that all involved are aware of the precautions and methods of work to be followed, including emergency action to be taken if necessary.

31.2. Working at height should be avoided, where it is practicable to do so, but where work at height cannot be avoided, the risk and consequences of falls should be prevented, using either an existing place of work that is already safe or the right type of equipment.

31.3. Where a working at height activity is low-risk and of a short duration, competence requirements may be no more than making sure an employee receives instruction on how to use the equipment and appropriate on-the-job training.

32. Lone working

32.1. Policy and procedures concerning employees' lone working are addressed in the Lone Working Policy.

32.2. Staff members are required to sign statements confirming that they have received, read and understood the relevant policy/policies, prior to being allowed to undertake lone working.

33. Workplace health and safety: stress management

33.1. Staff will be aware of the symptoms of stress, including sleeping problems, dietary problems, mood swings, feeling lethargic, fatigue, emotional problems, chest pains and elevated heart rate, lack of focus, inability to concentrate and increased sweating. Staff members who suffer from any of these symptoms are advised to consult their GP as soon as possible.

34. Workplace health and safety: display equipment

34.1. Display screen assessments will be carried out by the health and safety officer for teaching staff and administrative staff who regularly use laptops or desktops computers.

35. Monitoring and review

35.1. The effectiveness of this policy will be monitored continually by the CEO, Director of Education and the Trust board. Any necessary amendments may be made immediately.

35.2. The school will establish a monitoring system that is backed up by performance measures and this will be reviewed following an incident.

35.3. The policy will be reviewed every Three years or when there is a change in legislation