

HEALTH AND SAFETY POLICY

Incorporating the Local Health and Safety Arrangements for:

- **Our Lady and St Gerard’s RC Primary School**
- **Voluntary Aided School**
- **07/004**
- **Lourdes Avenue, Lostock Hall, Preston PR5 5TB**

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 Foundation or Voluntary Aided School the governing body is the employer and 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 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:

- | | |
|---|--|
| <ul style="list-style-type: none"> • 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; | <ul style="list-style-type: none"> • 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:	Signed:
	On behalf of the Governing Body
Headteacher's name: Kerry Harvey	Chair of Governors name: John Kingswood
Date: 11 th September 2023	Proposed Review date: September 2024

Responsibilities

<p>The responsibility for implementation and management of proper health and safety controls within the school is that of eg headteacher:</p>	<p><i>Governors and Headteacher</i></p>
<p>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:</p>	<p><i>K. Harvey - Headteacher</i></p>
<p>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:</p>	<p><i>Premises – S Kenny, Site Supervisor Fire Safety – N Richards, SBM Emergency Plans – K. Harvey, Headteacher, J Kingswood, Chair of Governors, K Walton, Chair of Resources Educational Visits – V Buckel (EVC co-ordinator) and K. Harvey, Headteacher</i></p>
<p>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:</p>	<p><i>K Harvey- Headteacher N Richards- SBM J Pickering - Office Assistant Governors</i></p>
<p>Documented health and safety objectives and any associated action plan(s) can be found:</p> <p>Note: Any actions arising from those objectives should be documented eg as an action plan, and monitored to ensure they are achieved.</p>	<p><i>Within the School Development Plan. In the minutes of Governors meetings</i></p>
<p>All employees within the school have a responsibility to:</p> <ol style="list-style-type: none"> 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>K Harvey- Headteacher N Richards – SBM J Pickering – Office Assistant S Kenny – Site Supervisor</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>K Harvey- Headteacher Governors</i>
Action required to remove/control risks will be approved by:	<i>K Harvey- Headteacher</i>
The responsibility for ensuring the action required to reduce risks is implemented is that of:	<i>K Harvey- Headteacher Governors</i>
Checking that implemented actions have removed/reduced the risks is the responsibility of:	<i>K Harvey- Headteacher Governors</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>K Harvey- Headteacher for general risk assessments N Richards – SBM for fire risk assessments J Pickering – Office Assistant for COSHH risk assessments</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>Staff Governor</i>
Consultation with employees is provided via:	<i>Individual staff appraisals, review of documents, team meetings, circulation of draft documents for consultation, health & safety meeting.</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:	<i>K Harvey- Headteacher N Richards – SBM J Pickering – Office Assistant Site Supervisor – S Kenny</i>
Responsible person(s) for ensuring effective maintenance arrangements are in place:	<i>K Harvey- Headteacher N Richards – SBM J Pickering – Office Assistant Site Supervisor – S Kenny</i>
Responsible person(s) for ensuring that all identified maintenance is carried out:	<i>K Harvey- Headteacher N Richards – SBM J Pickering – Office Assistant Site Supervisor – S Kenny</i>
Any problems found with equipment should be reported to:	<i>K Harvey- Headteacher N Richards – SBM J Pickering – Office Assistant Site Supervisor – S Kenny</i>
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	<i>K Harvey- Headteacher N Richards – SBM J Pickering – Office Assistant Site Supervisor – S Kenny</i>

Information, instruction and supervision

<p>The Health and Safety Law poster is displayed at:</p> <p>Note: It is a legal requirement to display the 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.</p>	<p><i>Staff Room</i></p>
<p>Health and safety advice is available from:</p>	<p><i>K Harvey – Headteacher N Richards – SBM J Pickering – Office Assistant LCC health, safety & wellbeing team.</i></p>
<p>Induction, supervision of trainees/work placements etc will be arranged/undertaken/monitored by:</p>	<p><i>K Harvey – Headteacher N Richards – SBM J Pickering – Office Assistant N Pilkington - NQT supervisor</i></p>

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.

<p>Induction training will be arranged/undertaken for all employees by:</p>	<p><i>J Pickering - Office Assistant N Pilkington – NQT students</i></p>
<p>Job specific training will be provided by:</p>	<p><i>A suitably qualified and experienced member of staff who is identified by the headteacher</i></p>
<p>Jobs requiring specific health and safety training are:</p>	<p><i>Asbestos Inspection & Awareness – HT, Site supervisor, bursar and Office Assistant, H&S Team briefing & annual refresher Legionella & Water Monitoring – HT, Site supervisor, bursar and Office Assistant; H&S Team briefing & annual refresher COSHH – HT, Site supervisor, bursar and Office Assistant, H&S</i></p>

	<p><i>Team briefing & annual refresher Management of Contractors – HT, Office and site supervisor H&S eLearning & on-the-job training. DSE – H&S self assessment completed by all SLT, teachers & Office staff. ELearning completed if self assessment shows required.</i></p> <p><i>All staff complete H&S eLearning & on-the-job training for; Working at Heights, manual handling, risk assessments, use of ladder, COSHH, fire prevention & procedures, slips & trips.</i></p>
Training records are kept by:	<i>J Pickering – Office Assistant</i>
Training will be identified, arranged and monitored by:	<i>J Pickering – Office Assistant</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 corridor, Nursery, KS1 corridor, KS2 corridor by photocopy room, external KS2 door and new building rear G/F classroom</i>
The first aider(s) and appointed person(s) is/are:	<i>A list of first aiders will be kept near the first aid boxes.</i>
All accidents and cases of work-related ill	<i>K Harvey – Headteacher</i>

health are to be reported to:	<i>N Richards – SBM J Pickering HR & Office Assistant</i>
Health surveillance is not required for any job roles within the school.	<i>n/a</i>
Health surveillance would be arranged by:	<i>J Pickering – Office Assistant</i>
Health surveillance/records would be kept by/at:	<i>J Pickering – Office Assistant in Main school office</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>The Governors- Termly</i>
Review all risk assessments 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.	See Section: Health and safety risks arising from work 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>K Harvey – Headteacher N Richards – SBM J Pickering – Office Assistant</i>
Responsible person(s) for investigating work-related causes of sickness absences:	<i>K Harvey – Headteacher J Pickering – Office Assistant</i>
Responsible person(s) for acting on investigation findings to prevent recurrences:	<i>K Harvey – Headteacher J Pickering – Office Assistant</i>
Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:	<i>J Pickering – Office Assistant Governors</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>K Harvey – Head Teacher N Richards – SBM The Governors</i>
Escape routes are checked by/every:	<i>S Kenny - Site Supervisor (Daily):</i>
Fire extinguishers are maintained and checked by/every:	<i>Walkers Fire (Annually):</i>
Alarms are tested by/every:	<i>S Kenny – Site supervisor (Weekly) Westmorland (Every 6 Months):</i>
The emergency evacuation procedure is tested by/every:	<i>Senior Leadership Team (Termly)</i>
Responsibility for ensuring arrangements are in place to deal with other emergency situations eg bomb threat, flood, etc. rests with:	<i>K Harvey – Head Teacher</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	√	LA Guidance & H&S Policy
Asbestos management plan	√	Asbestos File
Bodily fluids (urine; blood; faeces; vomit) and biological agents	√	Risk Assessments & Procedures
Cleaning/caretaking tasks	√	Risk Assessments
Control of contractors	√	Risk Assessments/Contractors Induction File
Control of substances hazardous to health (COSHH)	√	COSHH File/Site Supervisors File
Disability access (health and safety implications)	√	PEEP when applicable
Display screen equipment and eye tests	√	Risk Assessments and DSE assessments
Driving at work	√	E-Learning
Electrical safety, for example, installations, PAT tests, visual checks, local policy on bringing electrical items into school etc	√	Risk Assessments and Compliance file
Emergency procedures other than fire, for example flood, services failure	√	School Emergency Plan
Extended school and community use	√	Lettings Policy/Lettings file
Finger traps (internal and external)	√	Fire Risk Assessments & Procedures
Fire safety	√	First Aid procedures and policy & needs assessment
First aid	√	Compliance File
Gas safety, for example, installations, servicing, tests, visual checks, local policy on use of gas items in school etc	√	Induction file/Individual personnel files
Health and safety induction (a checklist is available on the health safety and quality website)	√	Risk Assessment
Infection control, including needles and needlestick injuries	√	Lettings Policy/Lettings file
Lettings to non-school groups	√	Risk Assessments & E-Learnings

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
Manual handling	√	LA Guidance & H&S Policy
Minibuses	n/a	
Mobile phones (the use of)	√	Risk Assessments & Safeguarding Policy
Personal safety including lone working and violence and aggression	√	Risk Assessments & E-Learnings
Play equipment installations inspections	√	Site Supervisor & Compliance File
Playgrounds and external areas	√	Daily & Monthly Site supervisor file. Termly checks compliance file
Ponds and water features	n/a	
Premises management (see premises management guidance on the Health, Safety and Quality team's website)	√	Compliance File
Pupil moving and handling (special needs)	√	Risk Assessments/PEEPS when required
Pregnant employees and nursing mothers	√	Risk Assessments when required
Reporting of health and safety concerns/faults	√	H&S reporting book - office
Severe weather including winter gritting	√	Risk Assessment
Shared use of buildings	√	Lettings Policy
Sharps, for example, broken glass in the school building or external grounds	√	Risk Assessment
Stress	√	Risk Assessment & E-Learning
Swimming pools	n/a	
Transport safety/vehicle movement – arrangements for vehicle movement, car parking and vehicle/pedestrian segregation on site	√	Risk Assessment
Visitor and volunteers' safety	√	Induction & signing in system
Waste storage and disposal	√	LA Contractual Agreement
Water hygiene (Legionella, lead etc) – a Legionella Risk Assessment should be in place as part of your premises management arrangements	√	Compliance File
Work equipment and machinery	√	Risk Assessment

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
Working at height – ladders, access equipment etc	√	Risk Assessments & E-Learning
Workplace inspection (internal and external)	√	Office O Drive

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	√	
*Educational visits	√	Risk Assessments, School Portal, EVC
Food safety and hygiene	√	Risk Assessments, Staff Training Records, LCC Kitchen Training
Outdoor activities	√	Risk Assessments
PE equipment	√	Risk Assessments, Compliance Inspections
Pupil handling and restraint	n/a	
Grounds maintenance activities	√	Risk Assessments, LCC Grounds contract
Pupil movement and flow	√	Risk assessments
School transport	n/a	
Science (only where not covered by curriculum safety procedures set down in CLEAPSS)	√	Risk Assessments for DT and Science activities using tools etc
Smoking	√	Staff Handbook
Special needs of pupils (health and safety issues)	√	PEEPs, EHC plans
Stage and drama activities	n/a	
Supervision of pupils	n/a	
Technology rooms and equipment	n/a	
Wearing of jewellery	√	School Website
Work experience	n/a	

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](#).