



## Colerne Church of England Primary School Health and Safety Policy

### **1.0 STATEMENT OF INTENT**

- 1.1 The aim of the Governing Body is to provide a safe and healthy working and learning environment for staff, pupils and visitors.
- 1.2 The Governing Body accepts that it has a responsibility to take all reasonably practicable steps to secure the health of pupils, staff and others using the school premises or participating in school-sponsored activities.
- 1.3 The Governing Body believes that the prevention of incidents, accidents, injury or loss is essential to the efficient operation of the school and is part of the good education of its pupils.
- 1.4 The Governing Body will take all reasonable steps to identify hazards and reduce the risks from them to a minimum. All staff and pupils must appreciate, however, that their own safety and that of others also depends on their individual conduct and vigilance while on the school premises or while taking part in school-sponsored activities.

### **2.0 THE DUTIES OF THE GOVERNING BODY**

- 2.1 In the discharge of its duty the Governing Body will:
  - i. make itself familiar with the Local Authority's Health, Safety and Welfare Policy (particularly Section 4.2 - Responsibilities of the Governing Body), the Wiltshire Scheme for Funding Schools and the advice and guidance provided by the LA;
  - ii. take account of that policy and scheme within budget and other policy considerations;
  - iii. ensure that there is an effective and enforceable policy for the provision of health and safety throughout the school;
  - iv. periodically assess the effectiveness of this policy and ensure that any necessary revisions are made;

- v. establish an effective health and safety management structure within the school and monitor and evaluate the Headteacher's performance on health and safety matters;
- vi. bring to the attention of the Director responsible for schools, any health and safety concern outside of their control or any health and safety responsibility that they are unable to meet.

2.2 So far as is reasonably practicable the Governing Body, through the Headteacher, will make arrangements for all staff, including temporary and voluntary staff and helpers and those on fixed-term contracts, to receive comprehensive information on:

- i. this policy;
- ii. all other relevant health and safety matters;
- iii. the instruction and training that is available to all employees so that they may carry out their duties in a safe manner without placing themselves or others at risk.

### **3.0 THE DUTIES OF THE HEADTEACHER**

3.1 As well as the duties which all members of staff have (see 5.0), the Headteacher has the general and specific responsibilities as set out in Section 4.3 of the LA's policy statement on health, safety and welfare. These are;

- i. To manage the school's staff, site and activities so that the health, safety and welfare of all those involved is secured;
- ii. To comply with LA policy and duties under the Wiltshire Scheme for Funding Schools;
- iii. To bring any health and safety concern outside of own control or any health and safety responsibility that is unable to be met, to the attention of the Governing Body and the Director responsible for schools.

And specifically –

- iv. To assess and record all significant risks to staff, pupils, visitors, contractors and hirers and to ensure that they are controlled as far as is reasonably practicable;
- v. To develop and distribute school-specific policies on local health and safety issues;
- vi. To monitor and secure compliance with the school's policy and the control measures identified through risk assessments;
- vii. To ensure staff are properly trained, instructed and supervised for any relevant health and safety role and that all staff engage properly with LA and school health and safety procedures;
- viii. To inspect the school site and property for any unsafe condition and to make safe in a timescale commensurate to the level of danger;
- ix. To arrange routine maintenance and servicing of equipment through the LA mechanism or other competent means;
- x. To consider health and safety in the selection of contractors and the planning of contracted work, and to provide general supervision to contractors whilst on the school site;
- xi. To investigate all accidents, near misses and episodes of work-related ill-health;

- xii. To monitor and evaluate the health and safety performance of staff;
- xiii. To have and practise emergency and contingency plans;
- xiv. To provide the means for consultation with staff on health and safety matters;
- xv. To supply a health and safety performance report of standard indicators to the LA upon request;

3.2 The Headteacher is required to take all necessary and appropriate action to ensure that proper health and safety standards are maintained at all times.

#### **4.0 THE DUTIES OF SENIOR/SUPERVISORY STAFF**

4.1 In addition to the general duties which all members of staff have (see 5.0), supervisory staff will be directly responsible to the Headteacher, or the member of staff nominated by the Headteacher, to have overall day-to-day responsibility for the implementation and operation of the school's health and safety policy within their relevant departments and areas of responsibility. As such the supervisory staff accept the responsibilities set out in Section 4.4 of the LA's policy statement on health, safety and welfare.

4.2 As part of their day-to-day responsibilities they will ensure that:

- i. safe methods of working exist and are implemented throughout their area of responsibility;
- ii. health and safety regulations, rules, procedures and codes of practice are being applied effectively;
- iii. staff, pupils and others under their jurisdiction are instructed in safe working practices;
- iv. new employees working within their area are given instruction in safe working practices;
- v. risk assessments are conducted in their area of responsibility as required by the Headteacher or as necessary;
- vi. regular safety inspections are made of their area of responsibility as required by the Headteacher or as necessary;
- vii. positive, corrective action is taken where necessary to ensure the health and safety of all staff, pupils and others;
- viii. all plant, machinery and equipment in the department in which they work is adequately guarded, in safe working order and restricted to authorised persons only;
- ix. appropriate protective clothing and equipment, first aid and fire appliances are provided and readily available in the department in which they work;
- x. hazardous and highly flammable substances in the department in which they work are correctly stored and labelled, and exposure is minimised;
- xi. they monitor the standard of health and safety throughout the department in which they work and encourage staff, pupils and others to achieve the highest possible standards of health and safety;
- xii. all health and safety information is communicated to the relevant persons;

xiii. they report any health and safety concerns to the Headteacher.

## **5.0 THE DUTIES OF KEY SKILLS STAFF**

- 5.1 To provide H+S expertise in a particular area e.g. first aider, education visit co-ordinator, kiln operator etc.
- 5.2 To identify the need for relevant knowledge, skills, equipment and materials
- 5.3 To work within the relevant LA and school policy
- 5.4 To report any situation that significantly compromises health and safety

## **6.0 THE DUTIES OF SCHOOL MAINTENANCE STAFF**

- 6.1 To provide health and safety competence in particular areas of work
- 6.2 To identify the need for relevant knowledge, skills, equipment, and materials
- 6.3 To work within the relevant LA and school policy
- 6.4 To report any situation that significantly compromises health and safety
- 6.5 If given the delegated task, to provide general supervision to contractors working on the school site.

## **7.0 THE DUTIES OF ALL MEMBERS OF STAFF**

- 7.1 All staff are expected to familiarise themselves with the health and safety aspects of their work.
- 7.2 All staff have a responsibility to:
  - i. take reasonable care of their own health and safety and that of any other persons who may be affected by their acts or omissions at work;
  - ii. follow agreed working practices and safety procedures;
  - iii. report any accident, near miss, incidents of violence, including verbal abuse or any hazard;
  - iv. ensure health and safety equipment is not misused or interfered with.

## **8.0 PARENT HELPER/VOLUNTEER GROUPS**

- 8.1 To engage only in work or activities specifically authorised by the Headteacher and Governors and that they are competent to do.
- 8.2 To work within the LA and school policy.
- 8.3 To report to the Headteacher any situation that significantly compromises health and safety.
- 8.4 The Headteacher is responsible for all parent helper/volunteer activities
- 8.5 Individuals may be directly accountable to enforcement officers.

## **9.0 HIRERS, CONTRACTORS AND OTHERS**

- 9.1 The Headteacher will seek to ensure that hirers, contractors and others who use the school premises conduct themselves and carry out their operations in such a manner that all statutory and advisory safety requirements are met at all times.
- 9.2 When the premises are used for purposes not under the direction of the Headteacher, then

the principal persons in charge of the activities for which the premises are in use will be expected to maintain the safe practices as indicated in paragraph 3.2 of this document.

- 9.3 When the school premises or facilities are being used out of normal school hours for a school-sponsored activity then, for the purposes of this policy, the organiser of that activity, even if an employee, will be treated as a hirer and will comply with the requirements of this section, regardless of whether the use of such facilities have been paid for or not (see Letting Policy).
- 9.4 When the premises are hired to persons outside the employment of the LA, it will be a condition of all hirers, contractors and others using the school premises or facilities that they are familiar with this policy, that they comply with all safety directives of the Governing Body and that they will not, without the prior consent of the Governing Body:
- i. introduce equipment for use on the school premises;
  - ii. alter fixed installations;
  - iii. remove fire and safety notices or equipment;
  - iv. take any action that may create hazards for persons using the premises or the staff or pupils of the school.
- 9.5 All contractors who work on the school premises are required to ensure safe working practices by their own employees under the provision of the Health and Safety at Work Act 1974 and must pay due regard to the safety of all persons using the premises.
- 9.6 In instances where the contractor creates hazardous conditions and refuses to eliminate them or to take action to make them safe, the Headteacher will take such actions as are necessary to prevent persons in his or her care from risk or injury. This may include requiring the contractor to stop work or leave the site.
- 9.7 The Governing Body will draw the attention of all users of the school premises (including hirers and contractors) to Section 8 of the Health and Safety at Work Act 1974, which states that no person shall intentionally or recklessly interfere with or misuse anything which is provided in the interests of health, safety or welfare.
- 9.8 Contractors who are working in the school but not part of the “Maintenance Pooling Scheme” must read a copy of the schools Health and Safety Policy and sign to say they have done so.
- 9.9 The Construction (Design and Management) Regulations 2015 (CDM 2015) will apply if building works are planned to alter, extend or demolish a building or structure, or the construction of a new building. CDM 2015 places a number of specific duties on the Client (e.g. Local Authority or School Management) as the attached document: ‘Association for Project Safety, CDM 2015: what commercial clients need to do’.
- 9.10 Contractors will be directly accountable to enforcement officers in respect of compliance with statutory duties, and contracting officer in regard to general supervision and post-contract monitoring.

## **10.0 STAFF CONSULTATIVE ARRANGEMENTS**

- 10.1 The Governing Body, through the Headteacher, will make arrangements for full and proper consultation with employees on health and safety matters. The nominated safety representatives of each accredited trade union or staff association will be offered a role in

these consultations.

## **11.0 FIRST AID**

- 11.1 The arrangement of first aid provision will be adequate to cope with all foreseeable minor incidents.
- 11.2 Supplies of first aid materials will be held at various locations throughout the school. These locations will be determined by the head teacher. They will be prominently marked and all staff will be advised of their location. The materials will be regularly checked and replenished if necessary.
- 11.3 Adequate and appropriate first aid provision will form part of the arrangements for all out-of-school activities.
- 11.4 A record will be made of each occasion any member of staff, pupil or other person receives first aid treatment either on the school premises or as part of a school-related activity. This record is held in the school admin office.
- 11.5 A list of qualified First Aiders is kept in the school office.
- 11.6 The storage of medicines for individual students will be controlled according to the Administration of Medicines Policy.

## **12.0 EMERGENCY PLANS**

- 12.1 The Headteacher will ensure that an emergency plan is prepared to cover all foreseeable major incidents which could put the occupants or users of the school at risk. This plan will indicate the actions to be taken in the event of a major incident so that everything possible is done to:
  - i. save life;
  - ii. prevent injury;
  - iii. minimise loss.
- 12.2 The plan will be agreed by the Governing Body and be regularly rehearsed by staff and pupils. The result of all such rehearsals will form part of the regular risk assessment survey. This sequence will determine the priorities of the emergency plan and the outcome will be reported to the Governing Body.

## **13.0 SOURCES OF ADVICE AND TECHNICAL ASSISTANCE**

- 13.1 Whenever required, the Governing Body, Headteacher and other staff are to seek advice from the LA, the Council's occupational health and safety service or other competent persons to ensure that the most current and relevant information is used in carrying out this policy.

## **14.0 REVIEW**

- 14.1 The Governing Body and Headteacher will review this policy statement annually and update, modify or replace it as it considers necessary to ensure the health, safety and welfare of staff and pupils.

## **15.0 SPECIFIC PROCEDURES AND FURTHER GUIDANCE**

- 15.1 The Governing Body and the Headteacher will ensure that written procedures, preceded by risk assessments, are produced and maintained to provide detailed and current information

about the specific health and safety arrangements in place to deal with particular risks and situations. These procedures will give instructions as to how staff should carry out duties or activities and will clearly state who is responsible for doing what and in what circumstances (normal and abnormal). All staff will be informed about these procedures.

15.2 The written procedures required within the school are as follows:

- Storage and administration of medicines
- Provision of first aid
- Safety inspections
- School managed projects
- Fire and other emergency evacuations
- Stress and employee well-being
- Organising outdoor education activities
- Unexpected loss of utilities
- Site security
- Reporting of accidents, incidents, hazards and near misses
- Use of dangerous tools, equipment, machinery
- Use of or exposure to any hazardous substances or materials
- Access to any height liable to cause injury
- Violence to staff
- Lone working
- Use of contractors
- Vehicular movements on site
- Managing water hygiene
- Public performances
- Waste disposal
- Work experience for pupils / students
- High risk activities associated with the curriculum or school sponsored events

## 16.0 SPECIFIC ADVICE AND GUIDANCE

16.1 The advice and guidance which makes up the remainder of the school policy is contained in the Wiltshire County Council School Health & Safety Manual and the Wiltshire County Council (Local Education Authority) Health, Safety and Welfare Policy Statement for Schools.

## Review History

Policy Issue	Date Reviewed	Policy	Revisions Agreed	Date Revised Policy Agreed	Date of Next Review
1.0	March 2006		Policy issued and adopted.	March 2006	March 2009

1.1	March 2009	Policy reviewed; no changes made.	March 2009	March 2011
1.2	05 May 2011	Agreed Site Manager's input is vital. Policy to be reviewed when Site Manager returns to full time employment in September 2011.		September 2011
1.3	September 2011	Agreed Site Manager's input is vital. Policy to be thoroughly reviewed in March 2012; minor amendments include cross ref to Letting Policy.	September 2011	March 2012
1.4	March 2012	Para 1.29 updated to include ref to first aiders; Para 1.30 updated to include ref to Administration of Medicines Policy; para 1.20 added to make ref to on-site contactors.	March 2012	March 2013
1.5	April 2013	Both the head teacher and Site Manager attended a H&S update training course on 09.04.13. Following this training the policy was reviewed and no further changes were necessary.	April 2013	April 2014
1.6	April 2014	Minor amendments to ensure policy is correctly formatted and numbered	April 2014	April 2015
1.7	April 2015	Minor Typographical amendments	April 2015	April 2016
1.8	April 2016	Minor Typographical amendments	April 2016	April 2017
1.9	September 2017	Minor Typographical amendments	September 2017	September 2018
1.10	October 2018	Item 6.9 CDM 2015 added, Minor typographical amendments	September 2018	September 2019
1.11	September 2019	No Amendments	September 2019	September 2020
1.12	September 2020	Policy redrafted in line with new LA Model Policy, with the inclusion of sections 6.8, 6.9, 8.0, 13.0 and amendment to 6.3	September 2020	September 2021
1.13	November 2021	Sections 5, 6 and 8 added as LA model policy	September 2021	November 2022
1.14	November 2022	No changes	November 2022	November 2023
1.15	September 2023	No changes	September 2023	September 2024
1.16	September 2024	No changes	September 2024	September 2025
1.17	September 2025	No changes	September 2025	September 2026

Signed ..... Chair of Governors

Signed ..... Head Teacher

Date .....