



Health and Safety Policy 2018-2019

Approved by:

Date:

Last reviewed on:

Next review due by:

Statement of Occupational Health & Safety Management

The governing body fully supports and is committed to providing a safe, secure and reassuring environment for staff, pupils and visitors, encouraging everyone to have high aspirations and a love of learning.

The governing body aims, through the Headteacher, to ensure the achievement of high standards of occupational health and safety within the school, and

- Recognises and accepts its responsibility for ensuring that the premises, all means for access, and any plant or substance in the premises or provided for use there, are safe and without risks to health and safety
- Will comply with all relevant health and safety legislation, adhere to supporting policies, procedures, and arrangements as implemented by the Governing Body to reduce and where possible prevent accidents, incidents and illness.
- Will encourage the co-operation of all users of the school to promote and develop measures which ensure health and safety of all employees, pupils, volunteers and other visitors to the premises
- Will monitor and review health and safety performance
- Will cooperate with Manchester City Council's Internal Audit & Risk Management Service (Health and Safety Support SLA provider) in any auditing or monitoring they may carry out of health and safety performance
- Strive for continual improvement of its performance in managing occupational health and safety,
- Will make all employees, contractors and other visitors to the premises aware of this policy and responsibilities arising from it
- Will facilitate and provide appropriate training for governors, employees, pupils and volunteers.
- Aim to involve children and teach them about health and safety to equip them with the skills, knowledge and understanding to enable them to live positive, successful and healthy lives.

RESPONSIBILITIES:

Governing bodies:

The ultimate responsibility for ensuring that the school premises, access thereto and therefrom, and any plant or substance in the premises or provided for use there is safe and without risks to health, so far as is reasonably practicable, rests with the governing body. The Governing Body will ensure that:

- all necessary procedures and systems of work are developed, implemented and reviewed so as to ensure the successful application of this policy, compliance with statutory requirements and associated codes of practice, and that these are taken into account in determining the allocation of resources
- Review the Health and Safety Policy and performance in meeting its requirements on an annual basis.
- Confer with the Headteacher, Business Manager and Site Manager as and when required to ensure that health and safety standards are maintained.

The Headteacher:

At operational level the Headteacher, or in their absence their nominated deputy, is responsible and accountable to the governors, so far as is reasonably practicable, for implementing this policy and for all matters relating to health, safety and welfare within the school. In particular this will include ensuring that:

- **Organisation** - there is an appropriate organisation with the establishment for implementing this policy;
- **Health and Safety Policy** - the health and safety policy is brought to the attention of all staff, a copy should be given to all staff and one displayed in the staff room;
- **Responsibilities** - individual employees, and supply staff are aware of their responsibilities for health and safety;
- **Consultation** - promote through consultation and other means, the active involvement of staff and pupils in the development, promotion, implementation and monitoring of measures provided for health and safety;
- **Communication** - all relevant health and safety information is communicated effectively to relevant staff
- **Risk assessment** - adequate assessment of all the risks from hazards in educational activities is carried out and significant findings are recorded, with appropriate preventive measures in place to ensure safe practice;
- **Visitors** - the health and safety of any visitors, and volunteers involved in any activity is assessed and adequate precautions applied;
- **New or pregnant mothers** - that adequate assessment is carried out of any risks to new or pregnant mothers, with changes to work practices arranged or special precautions ensured;

- **Security** - that security of premises and pupils are protected;
- **Planning** - risks to health and safety are taken into account and assessed/re-assessed when any change to policy, buildings, methods or equipment are being considered or planned;
- **Manual Handling** - manual handling operations are avoided, or where they cannot be avoided, the risks are reduced to the lowest reasonably practicable level;
- **Display Screen Equipment** - that VDU workstations for "users" are assessed and the risks reduced to the lowest reasonably practicable level;
- **COSHH** - exposure to hazardous substances is controlled to prevent ill health;
- **PPE** - personal protective equipment is provided free of charge where identified in the risk assessment process;
- **Maintenance** - that all electrical installations, portable electrical equipment, machinery, equipment and plant is maintained in a safe condition, and that inspections are arranged as appropriate and records kept;
- **Educational visits** - that educational visits are adequately planned, organised and the risks assessed in accordance with expectations laid out by both The Department for Education and The Health and Safety Executive, and that performance monitoring of educational visits is carried out;
- **Incident reporting** - incidents and hazards are recorded, investigated and reported using established procedures, including to the Health and Safety Executive where appropriate under RIDDOR, and that all persons under their control are aware of the reporting procedure; and that appropriate remedial action is taken;
- **Hazard removal** - in the event of any hazard or risk to health and safety of any person under their control, appropriate action is taken to remove the hazard. Where action is of a temporary nature, consultation will take place as appropriate to enable further positive steps to be taken;
- **Training, instruction & supervision** - training needs are identified and met, and that employees are kept informed, instructed and supervised, and are fully aware of the hazards involved in their work;
- **Induction** - new employees receive appropriate health and safety information, instructions and training, including details of the Health and Safety Policy, Codes of Practice, fire and other safety procedures;

- **Volunteers** - all volunteers and similar agents receive adequate supervision, instruction and training to ensure safe conduct of any activities in which they are engaged;

Fire precautions - fire precautions procedures are implemented (including fire drills); Fire evacuation Procedure: All classes to exit through the nearest fire exit and gather at the designated assembly point. Class teachers and Maggie Pritchard to bring out class registers with them. Fire Marshals to check designated areas (**Lead Person**).

Area 1 (upstairs): **Wayne Cunningham**/Helen Murphy

Area 2 (EYFS and Toilets): **Gary Cooper**/Karen Poché

Area 3 (downstairs classrooms and corridors): **Karen Poché**/Gary Cooper

Area 4 (offices and staffroom): **Ruth Vayro**/Karen Poché

Lead Fire marshal: Ruth Vayro

- **Emergency procedures** - emergency procedures are developed and implemented;
- **First aid & Fire** - staff, pupils and visitors are aware of first aid facilities, fire procedures, evacuation of the premises and other emergency procedures;
- **Repair & maintenance** - arrangements are made to deal with premises and management issues eg: repair and maintenance of buildings, selection of and proper management of contractors, ensuring joint risk assessments are carried out and significant findings recorded, with monitoring to ensure safe systems of work are followed;
- **Asbestos** - asbestos on site is properly managed, the location of the asbestos register is displayed in the general office and the staff room;
- **Legionella** - arrangements are made to manage legionella effectively by assessing and reviewing the risk at least every 2 years and having a system of maintenance in place.
- **Record keeping** - all statutory registers and records are kept;
- **Lettings** - appropriate arrangements are made with regard to lettings;
- **Performance monitoring** - health and safety performance is monitored, and arrangements reviewed, including regular inspection of the school, completion of an annual internal monitoring checklist, routine equipment maintenance checks, that safety devices are fitted and maintained, that safety rules are observed and followed and personal protective equipment worn, investigation of incidents, causes

of ill health and complaints, and reviewing incidents statistics to identify causes of accidents;

- **Audit & review** - if during any audit or performance monitoring, variations from this policy are observed, immediate and effective steps are taken to rectify the situation;
- **Safety Representatives** - Safety Representatives can carry out their functions including inspections and incident investigations and, where appropriate, that consultations take place with them;
- **Advice** - specialist advice is sought on health and safety matters when necessary;
- **Review** - the policy, risk assessments, procedures and systems of work in place are reviewed at least annually, that changes are made as appropriate and any amendments reported accordingly to the Governing Body, staff, pupils and visitors are informed of any such changes as necessary.
- **Compliance** - appropriate action is taken under the disciplinary procedures against anyone under their control found not complying with this statement or safe working practices;

Establishment Health and safety Co-ordinator: School Business Manager

To ensure effective implementation of this policy they been delegated specific responsibilities by the Headteacher to:

- disseminate health and safety information to all staff, pupils, volunteers, contractors and visitors etc. as appropriate;
- be the focal point for day to day references on health and safety and to give advice or indicate sources of advice;
- make adequate arrangements for first aid;
- investigate incidents and revise any risk assessment if appropriate;
- report incidents or hazards;
- develop emergency evacuation procedures and arrange drills as appropriate;
- ensure health and safety matters raised by staff are dealt with;

- maintain a central file of relevant codes of practice and other health and safety information.
- co-ordinate the implementation of safety procedures;
- ensure that regular monitoring of health and safety is undertaken and that working practices are checked;
- appraise the Headteacher of compliance with procedures and systems of work on a regular basis;

Site Manager:

The Site manager will have particular responsibility to ensure that:

- they are familiar with and comply with the health and safety policy, relevant risk assessments and codes of practice;
- access equipment should be inspected at least every 6 months and a record kept, in addition they should be checked prior to use to ensure safety;
- access equipment must be used in accordance with HSE and applicable Manufacturer guidelines;
- any monitoring required to control legionnaires disease is carried out and appropriate records kept;
- asbestos is managed on the site and that the condition of asbestos is checked regularly and records kept;
- contractors, service engineers etc. are made aware of the asbestos survey and any records relating to asbestos and that they have signed a "Contractor pre-Start Declaration" form;
- an asbestos survey is carried out prior to any works to check no risk of damage or disturbance to asbestos
- he receives a copy of the health and safety policy of the contractor;
- regular inspections of the boiler(s) by a competent person (eg: Gas-Safe registered) takes place;
- they are trained in the operation of the boilers and are familiar with any action needed to be taken in an emergency;

- COSHH assessments are kept up to date, and data sheets are obtained for any new hazardous substances and an assessment made. Also, that any such information be made available to relevant personnel (eg: contractors, service engineers and own staff);
- all cleaning staff are aware of any implications of the health and safety policy as it affects their work activities eg: storage arrangements for materials, equipment, substances etc;
- traffic is managed safely;
- hazards notified to them are passed onto the Headteacher and/or school Health and Safety Co-ordinator;
- defects to the premises are dealt with in consultation with the Headteacher, and that interim measures are taken to make an area safe where the defect cannot be dealt with immediately.
- any items received from suppliers eg: machinery, equipment, substances are accompanied by adequate information, safety data and instruction prior to use;
- testing of fire-alarms, fire doors, emergency lighting, intruder alarms etc. is carried out at appropriate intervals as indicated in Fire Risk Assessment / school Fire Policy with records kept;
- all fire alarm call points are numbered and tested every 13 weeks, with a record kept identifying the number tested and date etc.
 - all door closers are checked, with records kept, to ensure that they are working properly once per term and that arrangements are made to rectify any defects immediately;

Lunchtime / Break Supervisors:

Supervisory Staff at these times are responsible for ensuring that:

- pupils are safe and without risks to health during the mid-day period inside and outside the school building/s by effective supervision;
- spillages are cleaned up immediately;
- arrangements for fire and first aid are followed;

Teachers (including supply teachers and pupils on training placements):

Teachers are responsible for the health and safety of pupils while in their care, as are trainee teachers and supply teachers. A teacher is responsible for ensuring that they:

- carry out risk assessments as necessary to ensure the safety of pupils in their care;
- follow school procedures relating to educational visits, and that they are clear about their duties on any educational visit, and that proper planning and organisation has taken place with risks assessed before and during the educational visit with appropriate control measures followed in line with Educational Visit's Policy, and that performance monitoring is carried out;
- know the emergency procedures in respect of fire and first aid and the special health and safety measures to be adopted in his/her own teaching areas to ensure they are applied;
- exercise effective supervision of pupils and ensure that they know of the general emergency procedures in respect of fire and first aid and the special safety measures of the teaching area;
- give clear instruction and warnings as often as necessary (notices, posters, hand outs are not enough);
- pupils' coats, bags, cases etc. are safely stowed away;
- manage the storage of equipment and materials to ensure good housekeeping and prevention of slip/trip hazards;
- integrate all relevant aspects of health and safety into the teaching process and if necessary give special lessons on health and safety;
- follow safe working procedures personally;
- call for protective clothing, guards, special safe working procedures where necessary;
- make recommendations on health and safety matters to the head of subject or team leader;
- report any hazards seen on site.

New and expectant mothers:

New and expectant mothers must inform their Line Manager as soon as possible when they are aware of the pregnancy so that they can be advised of any special precautions or changes to working practices.

All employees:

In addition to any specific responsibilities which may be delegated to them, all employees have responsibilities:

- to take reasonable care of their own health, safety and welfare and that of other persons affected by their acts or omissions;
- to co-operate with the Governing Body, so far as is reasonably practicable, to enable it to meet its responsibilities for health, safety and welfare;
- to be aware of, and follow, this policy, codes of practice and guidelines;
- to make sure they are aware of the hazards associated with their work and familiarise themselves with emergency procedures, first aid provision and accident/incident reporting;
- to use work equipment provided correctly and carry out any activities in accordance with instructions and training;
- to take reasonable care of all safety equipment and clothing given to them, report any defects, and always wear personal protective equipment when undertaking those jobs for which it is required, and use all safety devices provided;
- to use, and not wilfully misuse, neither neglect nor interfere with things provided for their own safety and the safety of others;
- to ensure good housekeeping and prevention of trip hazards;
- to ensure that occasional one off manual handling operations are assessed before attempting them;
- to report all accidents, incidents, damage, hazard and defects to the Headteacher / person responsible;
- to inform their line manager of any work situations which represent a serious and immediate danger to health, safety and welfare, and take immediate measures to protect persons from such risk;
- to co-operate with the employer and other employees in promoting improved safety measures in the school;

- to co-operate with the Union appointed Safety Representatives, enforcement officers, and staff from Manchester City Council Internal Audit and Risk Management (Health and Safety).

Pupils:

Pupils are expected to:

- Wear personal protective equipment provided;
- Follow safe working practices and instructions;
- Observe the uniform policy;
- Familiarise themselves with emergency procedures;
- Take care to protect the health and safety of themselves and others affected by their acts or omissions;
- Not to misuse or interfere with things provided for their own safety and the safety of others;

Safety Representative:

The appointed safety representative is: Gary Cooper

- He/she will function in accordance with the Health and Safety Commission's Code of Practice for Safety Representatives'.
- The Safety Representatives Regulations allow representatives to formally inspect every 3 months (or more frequently if agreed) and to inspect after any notifiable accident, dangerous occurrence or notifiable disease, where there is a substantial change in working conditions or if new information becomes available.
- The frequency of safety inspections will be agreed by consultation with the Headteacher and the Governing Body.
- External Appointed Safety Representatives may wish to visit the school and are not therefore a member of staff. Assistance should be offered where possible to allow them to fulfil their duties.

Health and Safety Advisors:

The Directorate health and safety advisors will provide information and health and safety advice.

Anthony Hughes
Lead Health and Safety Officer
Internal Audit and Risk Management
Corporate Services
Manchester City Council
Floor 5
Town Hall Extension
Manchester

Telephone (H&S Duty Officer)

0161 234 1897

Fax

0161 276 7615

Email

health.and.safety@manchester.gov.uk