



SAINT JOHN'S

Health and Safety Policy

Designated Member of Staff	Head Teacher
Date of Issue	Spring 2022
Frequency of Review	Annual

Issue Number	Issue Date	Summary of Changes
1	January 2022	Review and re-formatting of the policy.
2	May 2022	Reviewed and ratified at T5 FGB meeting
3	May 2023	Reviewed and ratified at T5 FGB meeting
4	May 2024	Reviewed and ratified at T5 FGB meeting
5	May 2025	Reviewed and ratified at T5 FGB meeting
6	March 2026	Reviewed and ratified at FGB 7 meeting

PART ONE

STATEMENT OF INTENT

This policy statement is the local supplement to Gloucestershire County Council Corporate Health and Safety Policy Document.

The school's Governing Body and Headteacher recognise and accept their responsibilities both under law and also under Gloucestershire County Council delegation for local management of schools. As responsible employers and/or persons in control of premises, the requirement to provide a safe and healthy working environment for all employees and others affected by its activities is acknowledged.

The school is committed to managing risks by ensuring that risk assessments are undertaken, control measures implemented and systems are continuously monitored and reviewed, led by the school's Governing Body and Headteacher.

In particular, the Governing Body and Headteacher are responsible for:

- providing a safe and healthy working and learning environment and ensuring that the premises are maintained in a safe condition;
- maintaining safe access to and egress from the premises;
- preventing accidents and work-related ill health;
- assessing and controlling risks from curriculum and non-curriculum work activities including offsite visits;
- complying with statutory requirements as a minimum;
- ensuring safe working methods and providing safe equipment;
- providing effective information, instruction and training;
- monitoring and reviewing systems to make sure they are effective;
- developing and maintaining a positive health and safety culture through communication and consultation with employees and their representatives on health and safety matters;
- setting targets and objectives to develop a culture of continuous improvement;
- ensuring a healthy working environment is maintained including adequate welfare facilities;
- ensuring adequate resources are made available for health and safety issues, so far as is reasonably practicable;
- ensuring safe use, handling and storage of substances at work.

In addition to the above commitment, the Governing Body and Headteacher also recognise their obligations to non-employees and provide trainees, members of the public, pupils, contractors, etc, or anyone who is or may be affected by the schools activities with the necessary information, instruction, training and supervision available to ensure the safety of those affected. The Governing Body and Headteacher will ensure adequate resources, including finance to implement the Policy.

The Governing Body and Headteacher are committed to this policy and all staff are required to comply. They are encouraged to support the Governing Body and Headteacher's commitment to continuous improvement in the school's health and safety performance. For the Policy Document to be effectively implemented, the school requires the full cooperation of employees and others who use the premises.

This Policy Statement and the accompanying organisation and arrangements will be reviewed at least annually and revised as and when necessary.

This Policy Statement, together with the organisational structure and the following arrangements and procedures, has been approved by the school's Governing Body.

CONTENTS PAGE

PART TWO - ORGANISATION

- Organisation – Introduction
- The Duties of the Governing Body
- The Duties of the Headteacher
- The Duties of Employees
- Pupils
- School Health and Safety Representatives
- Temporary Staff
- Teaching Staff
- Teaching Assistants
- The Duties of Off Site Visit Coordinators (OVC)
- The Duties of Office Staff, Caretaker and Cleaner
- The Duties of Volunteer and Parent Helpers

PART THREE - ARRANGEMENTS

- Arrangements
- Communication
- Consultation with Employees

Section 1 - RISK ASSESSMENT

- General Risk Assessment
- Caretaker and Cleaner Risk Assessment
- Individual Risk Assessment
- Curriculum Activities
- Contractors
- School Trips/Offsite Visits
- Working at Height
- Noise
- Violence to Staff
- Security Arrangements Including Dealing with Intruders
- Personal Security/Lone Working
- Hazardous Substances (Control of Substances Hazardous to Health CoSHH)
- Personal Protective Equipment
- School Transport
- Manual Handling (typical loads and handling pupils)
- Display Screen Equipment
- Parent Teacher Association
- Playground Supervision/Play Equipment and Maintenance

Section 2 - PREMISES

- Mechanical and Electrical (fixed and portable)
- Maintenance of Machinery and Equipment
- Asbestos
- Service Contractors
- Building Contractors

- Small Scale Building Works
- Lettings (shared working – playgroups etc)
- Slips/Trips/Falls
- Cleaning
- Caretaking and Grounds Maintenance (and grounds safety)
- Gas and Electrical Appliances
- Glass and Glazing
- Water Supply/Legionella
- Snow and Ice Gritting

Section 3 - MEDICAL/FIRE AND EMERGENCY ARRANGEMENTS

- Infectious Diseases
- Dealing with Medical Conditions
- Drug Administration
- First Aid
- Reporting of Accidents, Hazards, Near Misses
- Fire Safety and Emergency Evacuation
- Crisis and Emergency Management

Section 4 - MONITORING AND REVIEW

- Monitoring
- Inspections
- Review
- Auditing

Section 5 - TRAINING

- Staff Health and Safety Training/Competence
- Supply and Student Teachers
- Volunteer and Parent Helpers

Section 6 - HEALTH AND WELLBEING

- Pregnant Members of Staff¹⁵
- Health and Well Being Including Absence Management
- Smoking on Site

Section 7 - ENVIRONMENTAL MANAGEMENT

- Environmental Compliance

Section 8 - CATERING AND FOOD HYGIENE

- Catering and Food Hygiene

Section 9 – HEALTH AND SAFETY ADVICE

- Health and Safety Advice

PART TWO – ORGANISATION

Introduction

In order to achieve compliance with the Governing Body and Headteacher's Statement of Intent, the school's normal management structure will have additional responsibilities assigned to them as detailed in this part of this Policy Document.

The Duties of the Governing Body

The Governing body has overall responsibility for ensuring compliance with this Health and Safety Policy. In consultation with the Headteacher, the Governors will ensure that there are effective and enforceable arrangements for the provision of health and safety throughout the school, periodically assessing the effectiveness of this document ensuring that any necessary revisions are made to determine the policy and monitor its implementation. Saint John's has an allocated Health and Safety Governor who can be contacted via the school office.

The Duties of the Headteacher

The Headteacher has day-to-day responsibility for ensuring compliance with this Health and Safety Policy. In consultation with the Governors, the Headteacher will ensure that there are effective and enforceable arrangements for the provision of health and safety throughout the school, periodically assessing the effectiveness of this document ensuring that any necessary revisions are made to determine the policy and monitor its implementation. The Headteacher will maintain the profile of health and safety within the school by the development of safe working practices and conditions and will ensure that health and safety standards are maintained at all times.

The Duties of Employees

All employees have individual legal responsibilities to take reasonable care for the health and safety of themselves and for others who may be affected by their acts or omissions, and must comply with the school's Health and Safety Policy and procedures at all times, co-operate with school management in complying with relevant health and safety law, use all work equipment and substances in accordance with instruction, training and information received, report to their immediate line manager any hazardous situations and defects in equipment found in their work places, report all incidents in line with current incident reporting procedure, act in accordance with any specific health and safety training received, inform their Line Manager of what they consider to be shortcomings in the school's health and safety arrangements and exercise good standards of housekeeping and cleanliness.

Pupils

Pupils, in accordance with their age and aptitude, are expected to exercise personal responsibility for the health and safety of themselves and others, observe standards of dress consistent with safety and/or hygiene, observe all the health and safety rules of the school and in particular the instructions of staff given in an emergency, use and not wilfully misuse, neglect or interfere with anything provided for their health and safety.

School Health and Safety Representatives

The Governing Body and Headteacher recognise the role of Health and Safety Representatives who may be appointed by a recognised Trade Union. Health and Safety Representatives will be allowed to investigate accidents and potential hazards, pursue employee complaints and carry out school inspections within directed time but, wherever practicable, outside teaching time. Trade Union Representatives are entitled to certain information, e.g. information relating to accidents, and to paid time away from the workplace to train for and carry out their health and safety functions. However, representatives are not part of the management structure and do not carry out duties on behalf of the Headteacher or Governing Body.

Temporary Staff

Temporary staff are provided with information and guidance which includes the Health and Safety Policy, Fire and Emergency Procedures etc. and are suitably inducted to their role. Temporary staff are directly accountable to the Headteacher whilst on the school site.

Teaching Staff

Teaching staff have a day-to-day responsibility for ensuring compliance with this Health and Safety Policy and ensuring all persons under their control are aware of the general health and safety requirements of the school and the detailed requirements for activities relevant to them. Teachers are responsible for the immediate safety of the pupils in their classroom. Class teachers are responsible for their own classroom and associated equipment and as such it is their responsibility to ensure that it is maintained to a high standard with respect to health and safety issues.

Teaching Assistants

Teaching assistants have a day-to-day responsibility for ensuring compliance with this Health and Safety Policy and are immediately accountable to the teacher in charge whilst the class is in session.

The Duties of Off-Site Visit Coordinators (OVC)

The Offsite Visit Coordinator (OVC), the Deputy Headteacher, ensures that all off-site activities and Educational Visits, Regulations and Gloucestershire County Council (GCC) Safety, Health and Environment (SHE) standards for offsite visits are followed. The OVC works with teachers to ensure the aim of the educational visit is achievable and in line with those of the school.

The Duty of Office Staff, Caretaker and Cleaner

The Office Staff, Caretaker and Cleaner have day to day responsibility to ensure they comply with the School Health and Safety Policy and take effective action and/or immediately referring to the Headteacher any health and safety issues brought to their attention, this includes the stopping of any practices or the use of any tools, equipment etc which are considered unsafe.

The Duty of Volunteer Helpers

Volunteer helpers must ensure they comply with the School Health and Safety Policy and take effective action and/or immediately referring to the class teacher any health and safety issues brought to their attention.

PART THREE – ARRANGEMENTS

Arrangements

The following procedures and arrangements have been established within the school to minimise health and safety risks to an acceptable level.

Communication

The school recognises the importance of communication regarding health and safety to staff, visitors, pupils, parents, volunteers and contractors. This is conducted through staff and visitor induction, staff meetings, in-service training (INSET) and regarding pupils, during assemblies and/or in lesson time.

Consultation with Employees

The school recognises the importance of consulting with employees on health and safety matters during INSET and staff meetings 'as and when' required.

Section 1 - RISK ASSESSMENT

Those responsible for premises or curriculum areas must ensure that risk assessments are undertaken and recorded for significant activities. Risk assessments should be assessed in a manner that ranks them by severity/probability for prioritisation and control measures identified and put in place that are proportional to the level of risk. The outcome of the risk assessments should be communicated to those affected and maintained on the records of the establishment. Risk assessments should be reviewed periodically or where there is a change in circumstances.

General Risk Assessments

The school risk assessments (for all activities, including teaching and non-teaching and one-off activities) will be co-ordinated by the Deputy Head and are available for all staff to view. They are available on the school server and held centrally in the Risk Assessment File located in the School Office.

Caretaker and Cleaner Risk Assessments

Risk assessments relating to premise work undertaken by the Caretaker and/or Cleaner will be held centrally in the Risk Assessment File located in the School Office.

Individual Risk Assessments

Specific risk assessments relating to individuals, e.g. staff members, are held on that person's file and will be undertaken by the head teacher. It is the responsibility of staff to inform their line manager of any medical condition (including pregnancy) which may impact upon their work. Such risk assessments will be reviewed on a regular basis.

Curriculum Activities

Risk assessments for curriculum activities will be carried out by the relevant class teacher. They are available on the server and filed centrally in the Risk Assessment File located in the School Office.

Contractors/Workers

Contractors/Workers provide the school with risk assessments, method statements and appropriate qualifications. Suitable efforts must be made to establish their competence to undertake the task; their previous experience and training, and sufficient information as to how they intend to complete the task must be given. Adequate supervision must be in place, ie. checks must be made to ensure that they are doing what they said they would be doing and how they said they would do it.

Office staff should be familiar with information on managing contractors:

<http://www.hse.gov.uk/pubns/indg368.pdf>

School Trips/Offsite Visits

The school complies with DFE Guidance and the GCC standards on offsite visits and school journeys and uses the QES E-visits system. The member of staff planning the trip will submit all relevant paperwork and risk assessments relating to the trip to the school's Educational Visits Co-ordinator who will check the documentation and planning of the trip and if acceptable approve the visit. The Head teacher will check and approve paperwork relating to trips by the Educational Visits Co-ordinator.

Working at Height

All ladders, except stepladders, are banned at Saint John's Primary School. These include single pole ladders and extension ladders. Any activity that requires high level access such as light replacement, projector maintenance, ceiling decoration etc should be carried out by an externally resourced competent company.

Working at height can present a significant risk and, where such activities cannot be avoided, a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees authorised to work at height. Frequent documented checks take place to ensure the safe working condition of access equipment. The recommendation is every 3-6 months. Procedures are in place to ensure any damaged access equipment is clearly labelled and removed as soon as practicable. The school discusses and agrees arrangements with staff. Where members of staff have pre-existing medical conditions or other factors which may affect their ability to use access equipment, a separate risk assessment is in place and kept in their personal file. Staff also have a responsibility to ensure their own health and safety and assist in the operation of any systems designed to provide for their safety. When working at height (including accessing storage or putting up displays) appropriate stepladders or kick stools are to be used. Staff must not climb onto chairs/tables. The head teacher will conduct a simple briefing on the arrangements of safe working practices on the INSET day in September.

It is the responsibility of the School Caretaker to ensure the following:

- all work at height is properly planned and organised;
- the risks from working at height are assessed and appropriate equipment selected;
- all access equipment is maintained, and all equipment is regularly inspected and maintained;
- periodic documented ladder checks are undertaken evidence of which is held in the caretaker monitoring file in the Admin Cabinet in the School Office.

The stepladders are stored in the caretaker's shed or locked outside near the Reception playground. There is a fixed loft ladder in the library.

Contractors are not permitted to use the stepladders.

Noise

The school is aware of its responsibility for assessing the risks of noise and where noise is identified as a significant risk the school ensures appropriate control measures are put in place.

Violence to Staff

The school is aware of its responsibility for assessing the risks of violence to staff and where violence is identified as a significant risk the school ensures appropriate control measures are put in place. Staff must report any incident of aggression or violence (or near misses) directed to themselves to the Head teacher. All reported incidents of violence are recorded on the SHE Enterprise System.

Personal Security/Lone Working

The school ensures that lone working is risk assessed and that appropriate control measures are put in place to mitigate those risks. Staff assist in the operation of any systems designed to provide for their safety. Work

carried out unaccompanied or without immediate access to assistance should be risk assessed to determine if the activity is necessary. Work involving potentially significant risks (for example work at height) should not be undertaken whilst working alone. Where lone working cannot be avoided, staff should:

- Obtain the Headteacher's/senior member of staff's permission and notify him/her on each occasion when lone working will occur and when the building has been exited.
- Establish own checking in and out system with either friends, family or work colleagues.
- Ensure they do not put themselves or others at risk.
- Ensure they have means to summon help in an emergency e.g. access to a telephone or mobile telephone etc.
- Key holders attending empty premises where there has been an incident or suspected crime should do so with a colleague if possible. They should not enter the premises unless they are sure it is safe to do so.
- Report any incidents or situations where they may have felt "uncomfortable".

Hazardous Substances (Control of Substances Hazardous to Health CoSHH)

Where hazardous substances are used a designated employee carries out risk assessments and adopts a hierarchy of control measures seeking to eliminate or substitute the risk first and foremost. The caretaker checks on the storage and use of hazardous materials on an annual basis (April) Hazardous substances used by the caretaker are logged and records of used-by-dates are kept. Substances will be disposed of after these dates. The information is filed in the Utilities External/Internal Checks File in the School Office Finance Cabinet.

Personal Protective Equipment

Employees/Managers assess on the basis of risk assessment and CoSHH assessments where the need for PPE is identified as a control measure. Where it is assessed that PPE is required, it is appropriately selected and provided. A record is held which includes details of any expiry dates to ensure equipment is replaced as and when necessary. Staff are responsible for ensuring that they use PPE where it is provided

School Transport

The school uses the GCC SHE Transporting Pupils Risk Assessment Toolkit and GCC Guidance as a basis to ensure safe transportation of pupils for activities such as offsite visits and sports fixtures. Risks associated with driving are evaluated within assessments for activities and document checks are made annually.

Manual Handling (typical loads and handling pupils)

The school refers to the GCC SHE Manual Handling Risk Assessment toolkit and risks of manual handling are communicated within general risk assessment. Any activities that involve significant manual handling tasks are risk assessed and where appropriate training is provided for staff. Headteachers are responsible for assessing the appropriate approach to handling tasks and may seek professional advice from the SHE Unit and Occupational Health as necessary.

Display Screen Equipment

The majority of staff within the school are not considered to be DSE users. The school adheres to the GCC Corporate Policy, guidelines and procedure SHE/Pro/5 – Working with Display Screen Equipment. Headteachers ensure that DSE workplace assessments are conducted for all required users. At present the required users are the Headteacher, Office Manager and Secretary. DSE assessments are reviewed annually and reviewed again where equipment changes, office layouts change or when there are staff changes

Parent Teacher and Friends Association

The school offers support to the Parent Teacher and Friends Association (PTFA) and provides a forum through which parents can become more involved in the education of their children. Risk assessments are carried out for PTFA run events and adequate insurance is in place.

Playground Supervision/Play Equipment and Maintenance

Risks are assessed using the GCC General Risk Assessment Toolkits. A risk assessment of the potential hazards in the playground and their likelihood to cause harm has been undertaken. The LA grounds maintenance department conduct an annual inspection of the Trim Trail.

Section 2 - PREMISES

Mechanical and Electrical (fixed and portable)

The school takes appropriate measures to make sure that all electrical equipment is safe and suitable for the purpose intended. All relevant persons are made aware of the associated hazards and of the requirements to adopt working procedures designed to keep the risks to their health, and to the health of any other person, as low as reasonably achievable.

Persons carrying out the testing and/or repair of electrical equipment or carrying out experimental work on electrical equipment or its associated connections have the appropriate technical knowledge, training and information to enable them to work safely. Results of electrical safety tests (PAT testing and fixed wiring inspections) are recorded and held in the Premises, Maintenance, Servicing and Repair Logbook in the School Office. Reference is made to AMPS Technical Briefing Note EM005 Portable Appliance Testing and fixed electrical checks are carried out in accordance with AMPS Technical Guidance Note EM006 Fixed Wiring Periodic Test and Inspection. Portable Appliance Testing is carried annually by the caretaker (who is trained). Fixed Wiring Electricity Test and Inspection is carried out every 5 years.

Maintenance of Machinery and Equipment

The school inspects and maintains its equipment on a regular basis; however, the frequency of these inspections is much dependent on the use and type of equipment. The caretaker conducts a risk assessment before using the school drill, strimmer, hedge trimmer or rotary mower.

Asbestos

To minimize risk from asbestos-containing materials on the school site, the school maintains a safe and healthy environment by:

- complying with all regulations and County Policy concerning the control of asbestos;
- removing asbestos-containing materials where the risk to building users is unacceptable;
- having a named officer, currently the Headteacher, who has responsibility for implementing the Asbestos Management Plan in compliance with The Management of Asbestos in County Council Occupied Premises Guidance
- communicating, when necessary, to all staff and visitors where materials containing asbestos are located within the school site.

The school's own Asbestos Survey is located in the Asbestos File in the School Office.

Service Contractors

Service contractors have regular access to site as specified by a contract. The service contract specifies what work is expected of them and what they can expect from the school. Contractors follow their own safe systems of work and their working methods consider how they will impact upon staff, students and other visitors on site. The contractors should report to the school and enter their details in the school log book located in the admin cabinet in the school office. Service contractors are provided with our safeguarding information and all contractors are aware of procedures, if there is an emergency during their visit.

Building Contractors

This involves work where part of the site is handed over to the contractor. Hazards associated with this activity are controlled by effective supervision of contractors whilst on the school site. Headteacher and Contractor will be involved in pre-meetings in which timescales for work methodology (e.g. noisy works, carried out when school is unoccupied wherever possible), access requirements and emergency access requirements are identified.

Small Scale Building Works

This includes day-to-day maintenance work and all work undertaken on site where a pre-site meeting has not taken place. Contractors are expected to report to the school office prior to start of work and approval prior to start of work will be given by Headteacher, Office Manager or Caretaker, as appropriate according to the time of day. Contractors will be provided with a visitor's badge and asked to read the relevant safeguarding and Health and Safety documents.

Slips/Trips/Falls

The school recognises the main cause of accidents is slips, trips and falls. It is the responsibility of the teacher to ensure that their classroom has clear traffic routes and that exit routes are kept clear. The Caretaker ensures regular inspection of communal areas. All staff are expected to be vigilant and aware of possible hazards. All hazards, obstructions, spillages, defects or maintenance requirements are reported to the Headteacher. Any slip, trip or fall is recorded in the Accident book, kept in the school office.

Cleaning

A cleaning schedule is in place which is monitored by the Office Manager/Headteacher. All waste is disposed of according to appropriate health and safety guidelines. Deep cleaning is undertaken on a regular basis where necessary. The school ensure general cleanliness, appropriate waste disposal, safe stacking and storage and the checking of general equipment such as ladders etc. All members of staff and students adopt good housekeeping practices to assist in the maintenance of a safe and healthy workplace.

Caretaking and Grounds Maintenance (and grounds safety)

The school identifies risks associated with caretaking and grounds maintenance and identifies the risks through the risk assessment process using the GCC SHE General Risk Assessment Toolkit. The Caretaker is the responsible person and reports to the Headteacher. An allocated governor and the caretaker conduct a 'Health and Safety' check on a twice-yearly basis and report its findings to the Headteacher. The Headteacher acts on findings and informs the Governing Body, as appropriate.

Gas and Electrical Appliances

Any necessary work and testing of gas and electrical appliances are carried out by qualified contractors. Gas and electrical appliances are also checked visually on a regular basis and subject to appropriate formal inspection. The gas boiler is inspected annually. See Mechanical and Electrical above for electrical appliances testing.

Glass and Glazing

A risk assessment has been carried out for all glazing on site to ensure it complies with current safety standards. All low-level glazing (below 800 mm), such as glazing in doors is toughened, laminated glass and complies with safety regulations or has been fitted with safety film. There is a system in place to ensure all broken glazing is reported to the caretaker and the area is made safe immediately and repairs carried out as soon as possible. Glazing is also assessed during the twice-yearly governor 'Health and Safety' check.

Water Supply/Legionella

An effective water hygiene management plan is in place to control the risks of legionella to staff, pupils and members of the public. The named responsible person, the Caretaker, has a clear understanding of their duty, has undertaken training in water system management and has the competence and knowledge to ensure that all operational procedures are carried out in a timely and effective manner. Regular documented water checks are undertaken monthly by the Caretaker and detailed in the Utilities External/Internal Checks File which is kept in the School Office. A system is in place, where the Office Manager checks the log book monthly, and ensures an annual check is carried out by GCC. A legionella risk assessment has been documented and the site logbook is used. A process is also in place to deal with any actions should they arise.

Snow and Ice Gritting

Adequate arrangements are in place to minimise the risks from snow and ice on the site e.g. access/egress routes. A risk assessment has been carried out and an emergency plan has been developed to determine what type of action needs to be undertaken during adverse weather conditions. There is suitable storage for salt/grit and tools, (such as wheeled grit spreader) on site and a sufficient supply of grit/salt is available.

Section 3 - MEDICAL/FIRE AND EMERGENCY ARRANGEMENTS**Infectious Diseases**

The school follows the GCC guidance, with regular updates through the GCC information channels and Traded Services.

Dealing with Medical Conditions

The school accommodates pupils with medical needs wherever practicable, making reference to DFE circulars and the relevant school policies, which set out the legal framework for the health and safety of pupils and staff. Responsibility for pupils' safety is clearly defined within individual care plans where necessary and each person involved with pupils with medical needs is aware of what is expected of them. Close cooperation between schools, parents, health professionals and other agencies help provide a suitably supportive environment for those pupils with special needs. The School Administrator will inform staff of care plans needed by pupils arriving after the beginning of the academic year.

Drug Administration

The school accommodates pupils with medical needs wherever practicable, making reference to DFE Guidance Managing Medicines in Schools and Early Years Settings. Parents have prime responsibility for their child's health and provide the school with information about their child's medical condition. Parents obtain details from their child's General Practitioner (GP) or Paediatrician, if needed. The school nurse and specialist voluntary bodies provide additional background information for staff. Information regarding the administration of medicines is sent to all parents. Staff who are first aid trained are eligible to administer medication to pupils, strictly with written consent from parents only. The 'Medical and Care Plans' File is situated in the School Office.

First Aid

The school follows the statutory requirements for first aid and provides suitably trained first aid staff. The guidance issued by the DFE on first aid for schools GCC SHE procedure is followed. The school has a list of staff who have first aid training; the list is displayed in the school office. The Office Manager holds a photocopy of each certificate and the original is kept in individual staff files. The first aid box is located in the staff toilet.

Reporting of Accidents, Hazards, Near Misses

The school reports and investigate all accidents, incidents and near misses and adheres to the GCC SHE Procedure SHE/Pro/4 Accident Reporting and Investigation.

In line with the SHE procedure, all staff are encouraged to report accidents, incidents and near misses and line managers investigate such incidents and identify and implement means to prevent a recurrence. All completed accident/incident/near miss forms are reported electronically by the Headteacher using the SHE Enterprise accident database.

A pupil accident book is used to record all minor incidents to pupils, any more significant incidents must be also recorded in the accident book and reported to the Headteacher. Accident slips will be completed by the staff member who first attended the incident. If a pupil has had a bump on the face, nose or head, parents will be informed in the following ways:

- by text if the pupil has received first aid and at that stage requires no further attention; or
- by telephone if further attention is required.

The class teacher will inform parents at the end of the day, if their child has been involved in a minor accident. The Inclusion Lead (IL) will hold a meeting three times a year with Teaching Assistants (TAs) to review and update procedures. A staff/visitor accident book is the responsibility of the School Office Manager. School accident reports will be monitored for trends and a report made to the Resources Committee on an annual basis. The Headteacher, or their nominee, will investigate accidents and take remedial steps to avoid similar instances recurring. Faulty equipment, systems of work etc. must be reported and attended to as soon as possible.

Fire Safety and Emergency Evacuation

The school follows AMPS guidance. A risk assessment has been carried out and a safety management plan is in place. The Headteacher is responsible for ensuring the fire risk assessment is undertaken. The fire risk assessment is located in the Fire Folder in the Finance Cabinet of the School Office and reviewed on an annual basis.

- **Fire Instructions**

These documents are made available to all staff and included in the induction process. An outline of evacuation procedures is made available to all contractors and visitors. Emergency exits, fire alarm call points and assembly points in the infant playground are clearly identified by safety signs and notices.

- **Fire and Evacuation**

Fire and emergency evacuation procedures are detailed in the staff induction file and a summary posted in each classroom. These procedures will be reviewed at least annually. Emergency contact and key holder details are maintained by the School Administrator and updated upon review. The fire alarm is tested on a weekly basis.

- **Fire Drills**

Fire drills undertaken 3x annually and a record kept in the Fire Logbook, kept in the School Office.

- **Fire Fighting**

The safe evacuation of persons is an absolute priority. Staff may only attempt to deal with small fires, using portable fire-fighting equipment, if it is safe to do so without putting themselves at risk. Staff must ensure the

alarm is raised BEFORE attempting to tackle a fire. Details of service isolation points are noted on the school plan and a copy is kept in the School Office.

The Caretaker keeps an inventory of chemicals and flammable substances on site in the Property Risk Assessment File, held in the School Office.

Crisis and Emergency Management

A Crisis Management Team (The Strategic Leadership Team) is in place to assist in the reduction of the consequences of major hazards and risks and to action a recovery plan in the event of a serious accident. The Team acts as the decision-making influence for the management of an incident. Procedures and practices are in place for handling emergency situations and communicating these to all staff. All necessary equipment is available for rapid activation during an emergency which includes communications equipment, emergency plans and procedures, a log to record all actions taken during the crisis, necessary office equipment and supplies and appropriate building plans. When considered appropriate by the head teacher, a test may be carried out on a basis to ensure that it is feasible and realistic. After a practice, deficiencies will be corrected. The emergency plan is reviewed on an annual basis. The plan and procedures are located in the filing cabinet in the School Office and filed under emergency plans.

Section 4 - MONITORING AND REVIEW

Monitoring

Arrangements are monitored and reviewed annually and revised as new topics arise that may affect the process of managing health and safety for staff, pupils, contractors and other visitors.

Inspections

Regular safety inspections (twice annually) are carried out by a Governor from Resources Committee, using school check lists and the GCC Governors' Health and Safety Inspection Checklist (SHE Guidance/GO38/V1). Inspections of premises/departments/furnishings and fittings and grounds are also carried out on a regular basis. All hazards and risks associated with the premises/departments/grounds are monitored and controlled. Findings from the safety inspections are sent to the Headteacher who actions the recommendations.

Review

The school has mechanisms for undertaking active monitoring and review of health and safety which includes an arrangement of periodic planned health and safety checks of each section of the school, completed by GCC colleagues, the caretaker and School Business Manager and the Health and Safety Governor, and these are supplemented by various 'ad hoc' and un-planned checks and inspections. Health and Safety is a standing item in Governor Meetings. The Health and Safety Policy will be reviewed annually and approved by the Governors.

Auditing

As a means of confirming that the necessary systems to comply with legislation are in place and are being followed the school ensures a complete health and safety audit by competent persons. If appropriate, the action points identified through the audit form part of the school development plan. The audit is carried out by the SHE unit and undertaken every 3 years.

Section 5 –TRAINING

Staff Health and Safety Training/Competence

The school is committed to ensure staff are competent to undertake the roles expected of them. The Headteacher and School Business Manager undertake a training-needs analysis to identify the competency requirements of specific job roles in terms of health and safety and ensures that appropriate training is delivered and training records held centrally. The training needs analysis is reviewed on an annual basis or on the introduction of new legislation. Line managers conducting the Performance Management process consider health and safety performance and address areas of concern with employees.

Supply and Student Teachers

The school's expectations are made clear to the Supply and Student teachers through the provision of the Teacher Induction File. Supply and Student teachers are given a copy of the Induction File, Health and Safety Policy Document and other relevant Policies. The Deputy Headteacher is responsible for liaising with Supply/Student teachers on general school organisation and routines. When Supply/Student teachers attend the school to cover for staff absence at short notice the Deputy Headteacher gives guidance on the work to be covered. The Deputy Headteacher is also responsible for ensuring safeguarding, code of conduct, security arrangements, and fire safety information are provided to Supply/Student teachers.

Volunteer and Parent Helpers

Volunteer and parent helpers are subject to the schools safeguarding arrangements. Volunteers must read and sign the induction documents located in the school office before they commence work at school. They are expected to wear a visitor's lanyard at all times and follow the school procedures. The School Business Manager is the principal point of contact and volunteers are under their direction. Conversations and any documentation to which volunteer/parent helpers may have access are strictly confidential and are treated as such.

Section 6 - HEALTH AND WELLBEING

Pregnant Members of Staff

Members of staff who are pregnant are required to inform the school in writing so that an appropriate risk assessment of their work routines can be carried out by the head teacher with reference to GCC SHE guidance.

Health and Well Being Including Absence Management

The school takes a proactive approach to staff wellbeing and absence management. The head teacher has an open-door policy, teachers have PPA time and the school strives to deliver family friendly working arrangements. The school endeavours to promote a culture of co-operation, trust and mutual respect and to ensure good management practices are in place and staff have access to competent advice and Occupational Health Services. Smoking on Site is strictly forbidden.

Section 7 - ENVIRONMENTAL MANAGEMENT

Environmental Compliance

The school seeks to fulfil its waste management objectives through the following: using only what is needed; seeking alternatives where possible; recycling as much as practicable; disposing of as little as necessary. Waste is disposed of on a weekly basis. Print Waste Ltd takes paper and plastic when appropriate, usually monthly. The Caretaker is the person responsible for this.

Section 8 - CATERING AND FOOD HYGIENE

All catering contractors have in place a food hygiene management system and competent health and safety advice. The contractors (Caterlink) are registered with the Local Authority (District/Borough Council).

Section 9 – HEALTH AND SAFETY ADVICE

Health and safety advice is obtained from Gloucestershire County Council Occupational Health and Safety (SHE) 01452 425349/50