

Wye Forest Federation

Redbrook Church of England Primary School
St Briavels Parochial Church of England Primary School



Health and Safety Policy

This policy was agreed by the Full Governing Body on: (and supersedes all previous policies relating to this area)	18.1.2024
Implemented:	1.12.2023
Review date:	1.12.2024

HEALTH & SAFETY POLICY DOCUMENT

PART 1

STATEMENT OF INTENT

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

The federation'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 federation 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 school's 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 the arrangements stated in this Policy Document and all members of staff are required to comply. They are encouraged to support the Governing Body and Headteacher's commitment to continuous improvement in the schools health and safety performance. For the Policy Document to be effectively implemented, the federation requires the full co-operation 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.

Part 2 Organisation

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 H&S Policy Document.

The Duties of the Governing Body

The Governing body has overall responsibility for ensuring compliance with this H&S Policy Document. 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.

The Duties of the Headteacher

The Headteacher has day-to-day responsibility for ensuring compliance with this H&S Policy Document. 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 schools 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 & Safety Policy Document and procedures at all times, co-operate with federation 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 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 Safety Representatives

The Governing Body and Headteacher recognise the role of Safety Representatives who may be appointed by a recognised Trade Union. 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. Safety 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 employees are provided with information and guidance which includes the Health & Safety Policy Document, fire and emergency procedures etc. and are suitably inducted to their role. They 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 & Safety Policy Document and ensuring all persons under their control are aware of the general health and safety requirements of the federation and the detailed requirements for activities relevant to them. Teachers are responsible for the immediate safety of the pupils in his/her classroom. Nominated 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 & Safety Policy Document 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) ensures that standards for off-site activities and educational visits are followed. The OVC works with trip leaders to ensure the aim of the educational visit is achievable and in line with those of the school. The federation refers to the Off-Site Visits Manual on the SHE webpages.

The Duties of Premises Manager (Bursar, Business Manager, Site Manager)

The Premises Manager has a day to day responsibility for ensuring compliance with the Health & Safety Policy Document and taking 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

Volunteer and Parent Helpers

Volunteer and parent helpers are provided with information and guidance which includes health and safety, fire and emergency procedures etc. Volunteer and parent helpers are directly accountable to the teacher in charge whilst on the school site.

Part 3 General Arrangements

Communication

The federation recognises the importance of communication to such as staff, visitors, pupils, parents, volunteers, contractors etc.:

- The federation communicates with employees via verbal communication, staff meetings, performance reviews and email where applicable.
- Visitors sign in on arrival and provided with a badge and brief.
- The federation communicate with pupils through lesson plans, school council, verbal communication etc.
- The federation communicates with parents via admissions process, school prospectus, website, direct communication, newsletters and teachers to parents text messaging service
- Volunteers will have a simple induction and will sign in and out. Provided with a visitor's badge.
- The federation communicate with contractors via work planning process and verbal communication. AMPS also manage contractors on site.

Consultation with employees

The federation recognises the importance of consulting with employees on health and safety matters. This is achieved by email, staff meetings or direct communication.

Part 3.1 – Risk Assessment

Risk Assessment

The federation uses GCC risk assessment process and template as a standard for risk assessment and those of relevant professional bodies such as CLEAPPS/AfPE etc. Risk assessment is the responsibility of the Schools Management Team at a variety of levels. Those responsible for premises or curriculum areas ensure that risk

assessments are undertaken and recorded for significant activities. Risk assessments are reviewed periodically or where there is a change in circumstances.

- the federation uses the GCC SHE Guidance and Risk Assessments and other specific assessments such as CLEAPSS and AfPE where applicable.
- the Head Teacher and Class Teachers have responsibility for undertaking risk assessments.
- activity providers will also ensure their risk assessments are suitable and sufficient. Generic risk assessment for the school activities – use of the various Risk Assessment Toolkits (or other templates) is the responsibility of the Head Teacher
- risk assessments are circulated electronically to all employees (where applicable) and discussed during inset days.
- review process periodically (annually) or if there are any changes or after any incidents
- the Head Teacher has the delegated role of Off-Site Visits Coordinator (OVC) and has responsibility to oversee risk assessments for trips. The federation complies with DfE Guidance and the GCC standards on offsite visits and school journeys.
- class Teachers ensure that risks related to curriculum areas are identified and controlled and where necessary refer to material such as CLEAPSS, AfPE, DATA and SHE guidance etc.

Part 3.2 - Specific Risks

Display Screen Equipment

The majority of staff within the federation are not considered to be DSE users. Headteacher's/Heads of Department ensure that DSE workplace assessments are conducted for all users. DSE assessments are reviewed annually and where equipment changes or office layouts change or when there are staff changes.

- The federation refers to SHE guidance
- Headteacher and Class Teachers (where applicable) ensure that DSE workplace assessments are conducted for any users under their responsibility

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. Where necessary this Safety Policy Document is supplemented by a local Departmental Policy relating to the specific activities of the Department or area.

Lone Working

The federation 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

- a second person knows that a member of staff is in the school alone (this can be a family member)
- locking doors – all internal doors are kept locked outside school hours
- access to a 'phone including mobiles
- staff manage their own time during holidays – staff will rely on a family member. Staff member responsible for locking and unlocking premises and are expected to be off site by an agreed time

Manual Handling

The federation 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 provided for staff. Headteacher and responsible persons detailed are responsible for assessing the appropriate approach to handling tasks and may seek professional advice from the SHE Unit and Occupational Health as necessary.

- loads broken down for easier movement
- Staff will help other staff with handling operations where applicable
- use manual handling aids e.g. sack truck
- agreed methods for regular tasks e.g. setting up tables at lunchtime

Moving and Handling Pupils

- Information included in pupil behaviour/ care plans/ My Plans
- employees trained in correct moving/ handling techniques
- handling aids such as hoists and lifts are inspected and serviced

Noise

The federation is aware of its responsibility for assessing the risks of noise and where noise is identified as a significant risk the federation ensures appropriate control measures are put in place. Generally, noise risk is managed by keeping the dose (exposure time) low.

Grounds maintenance contractors are responsible for their own risk assessments etc which should consider noise control.

Parent Teacher Association/ Friends of the School

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

- the PTA as a separate body
- risk assessments are carried out for PTA run events and adequate insurance is in place.
- Event security is considered
- measures used during events include adequate supervision, food hygiene, controlling vehicle movements.
- One member of school staff is in attendance during events
- The GCC SHE Events Risk Assessment Toolkit is used

Personal Protective Equipment (PPE)

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 PPE 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.

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 and the following have been considered within the risk assessment process

- risks are assessed using the SHE Information Sheet relating to Playground Supervision
- St Briavels - measures to manage the risk include 3 members of staff at playtime and 6 members of staff at lunchtime. 2 members of staff are inside.
- Redbrook- measures to manage the risk include 2 member of staff at playtime and 2 member of staff at lunchtime.2 member of staff are inside.

School Trips/Offsite Visits

The school complies with DFE Guidance and the GCC standards on offsite visits and school journeys. A separate school trips procedure has been produced based on County Council Guidance.

- the school complies with DfE Guidance and the GCC standards on offsite visits and school journeys. The school trips procedure has been produced based on GCC guidance.
- the OVC is the Head Teacher.
- OV bag is taken offsite with emergency and medical details. Emergency first aid kit plus spare clothes for children. Staff use their own mobiles in the event of an emergency.
- Reputable Coach Company used at all times. Mini bus used occasionally with volunteer drivers (documents checked) accompanied by one member of staff at all times.

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.

- checks made that employees who drive 'at work' have the correct documents and business cover insurance
- staff will occasionally transport pupils and documents checked.
- Business insurance.

Security Arrangements

Risks to security of the premises and property are assessed through the risk assessment process and appropriate control measures implemented. This is achieved by means such as:

- door security- fobbed access
- visitor signing in/ badges – electronic system
- use of smartwater protection
- staff challenge any strangers on site
- secure site fences, hedges and gates – gates locked where applicable
- GCC SHE Security survey carried out.
- rely on supervision and vigilance at all times

Work Experience Placements

Work experience co-ordinators follow the working practices outlined in: 'Work-related learning and the law', Guidance for schools and school-business link practitioners and 'Work experience a Guide for secondary schools'.

- placements (WEX) taken on site mainly from Gloucestershire College, University of Gloucestershire and local secondary schools who are responsible for providing information to the school.
- full induction process

Working at Height

The risks associated with working at height are identified through risk assessment using the GCC SHE Working at Height Risk Assessment Toolkit. Frequent documented checks take place to ensure the safe working condition of access equipment. Procedures are in place to ensure any damaged access equipment is clearly labelled and removed as soon as practicable. The school discuss and agree 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. 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 (e.g. wear sensible shoes, don't misuse equipment, ensure stepladders are stable)

- contractors used who are not from AMPS framework will provide the appropriate documentation to confirm compliance
- contractors mainly from AMPS framework

Curriculum Safety (including extended school's activity/study support)

Subject Leads ensure that risks related to curriculum areas are identified and controlled following the National Guidelines such as CLEAPSS, AfPE, DATA and GCC SHE Guidance etc. For any activity falling outside of National Guidance a risk assessment is carried out. An inventory of all equipment is kept by the Departmental Head and all tools/equipment/machinery are checked, maintained and stored correctly.

Workplace Violence to Employees and Behaviour Management

The school are aware of their responsibility for assessing the risks of violence to staff and where violence is identified as a significant risk the school ensure appropriate control measures are put in place. Staff report any incident of aggression or violence (or near misses) directed to themselves through the reporting process. All reported incidents of violence are recorded on the SHE Assure System.

- procedure in place for dealing with difficult parents
- reporting incident (SHE Assure or schools own database)
- follow-up of incidents
- pupils with behaviour management plans where required

- employees have Team teach training

Part 3.3 – Premises Risks

Asbestos

Potential Asbestos at St Briavels Parochial C of E Primary School

To minimise 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 who has responsibility for implementing the Asbestos Management Plan in compliance with The Management of Asbestos in County Council Occupied Premises Guidance.
- where necessary communicating to all staff and visitors where asbestos containing materials are located within the school site.

Redbrook C of E Primary School

There is no asbestos containing materials on the school site, and this has been confirmed by an asbestos report carried out by a contractor commissioned by GCC AMPS.

Water Hygiene/ Legionella

An effective water hygiene management plan is in place to control the risks of legionellosis to staff and members of the public. The named responsible person 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 and a system is in place to ensure an annual check is carried out. 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.

- a water hygiene risk assessment has been documented by GCC and Primary Water Solutions.
- a process is also in place to deal with any actions should they arise.
- the named responsible person 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.

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 students and contractors whilst on the school site.

- hazards associated with site maintenance activities are controlled by planning the work (mainly when children are not on site) and taking risks into account, use of Method Statements and correct working practices, effective supervision of pupils and contractors whilst on the school site; AMPS manage the site if work is major and approved contractors are used.
- small scale building works - this includes day-to-day maintenance work and all work undertaken on site where a pre-work site meeting has not taken place. Risks are control by signing in, shown the work site, understanding what needs to be done and how risks are to be managed, checking the site afterwards to ensure it has been left in a safe condition.

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 take into account how they will impact upon staff, students and other visitors on site. The school provide details of its safe systems of work to the contractors where relevant and all contractors are consulted over emergency arrangements. A copy of this policy is provided to them.

Caretaking and Grounds Maintenance (and grounds safety)

The school identifies risks associated with caretaking, grounds maintenance, and identifies the risks through the risk assessment process using the GCC SHE Primary School Toolkit.

- Caretaking is via school employed member of staff who has adequate training for tasks carried out
- Grounds maintenance is carried out by Schools own contract with Countrywide

Cleaning (contracted) at Redbrook C of E Primary School

Contract cleaners are responsible for their own risk assessments, policies and procedures. A contract is in place to ensure health and safety is considered and met. This is via the County Council Cleaning Contract

Cleaning (in-house)

A cleaning schedule is in place which is monitored by the Headteacher/responsible person. 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.

- cleaning schedule is in place
- deep cleaning is undertaken on a regular basis where necessary
- CoSHH and DATA Sheets are kept where applicable
- Covid sprays/ sanitisers etc. managed by cleaning staff. Risk assessment in place for use

Mechanical and Electrical (fixed and portable)

Any necessary work and testing of electrical appliances and fixed wiring is carried out by qualified, accredited contractors. Electrical appliances are subject to appropriate formal inspection.

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 [state location].

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.

- Annual PAT (Portable Appliance Testing)
- Annual mechanical and electrical audit undertaken by property services

- Five year fixed wire testing done via Don Young/B J Cowles
- Annual lightening conductor checked via G&S Steeplejacks
- Recorded with premises log

Glass and Glazing

A risk assessment has been carried out for all glazing on site (via AMPS) to ensure it complies with current safety standards. All low level glazing (below 800mm), such as glazing in doors is toughened, laminated glass and complies with ACoP/British Standard or has been fitted with safety film. There is a system in place to ensure all broken glazing is reported through a known procedure (HT) and that the area is made safe immediately and repairs carried out as soon as possible. Glazing is also assessed during a regular site inspection.

Lettings and Shared Working

The school follows the Asset Management and Property Services (AMPS) Guidance and casual hiring agreement form. The school ensures that the hirer/tenant has public liability insurance in place in order to indemnify the school from all such hirer's/tenant's claims arising from negligence. If any part of the school is let, the Headteacher is satisfied via the agreement that the hiring organisation will use the premises in a safe manner. A signed, written letting agreement is completed and copies are kept and a risk assessment has been undertaken.

- Lettings are subject to a hiring agreement;
- safety information is shared with hirers e.g. re. evacuation arrangements, first aid and alarms;
- the potential for lettings to undermine school security has been considered and addressed;
- access (e.g. supervised or key holding) arrangements are robust and ensure the building is secured.

Shared working

Pre-school or nursery on site is managed by Nursery Manager and follow WFF policies

- maintaining separate entrances/ exits
- Pre-school co-operates with the school's arrangements
- Risk Assessments are in place

Maintenance of Machinery and Equipment

The school inspects and maintains its equipment on a regular basis; however, the frequency of these inspections is much dependant on the use and type of equipment. Guidance issued by Asset Management and Property Services (AMPS) on servicing, testing and inspection is followed and records are kept.

- risk assessments have been carried out for the maintenance and use of equipment
- staff are fully trained in the maintenance and use of equipment
- equipment is stored correctly in a locked compound

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 responsible person ensures regular inspection of communal areas. All hazards, obstructions, spillages, defects or maintenance requirements are reported to the Headteacher or via a recognised reporting process. All staff are expected to be vigilant and aware of possible hazards.

- food spills are cleared immediately.
- cleaners are briefed not to leave hazards such as wet floors without warning signs. Cleaners on site out of school hours.

Snow and Ice

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 action needs to be undertaken during adverse weather conditions e.g. which specific routes are gritted. 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.

Transport Arrangements (on-site)

The school segregate access traffic, vehicular and vulnerable pedestrians and cyclists and design out vehicular and vulnerable traffic route conflicts, both at access points and on site. The school wherever possible avoid same access for all.

- No parking on site

Part – 3.4 Health and Wellbeing and emergency planning

Infectious diseases

The school follows the National Guidance produced by the Health Protection Agency, which is summarised on the poster, 'Guidance on infection Control in Schools and other Child Care Settings and the Public Health England booklet 'The Spotty Book' Covid is managed by following GCC SHE Guidance, PHE and Government Guidance. Separate risk assessment in place. Quarantine room, PPE etc

- A Covid risk assessment has been carried out and Government guidance adhered to

Dealing with Medical Conditions

The school accommodates pupils with medical needs wherever practicable and makes reference to DFE circular - *Supporting Pupils with Medical Needs in School* which sets 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.

- Intimate care policy, supporting pupils with medical conditions and other policies are in place
- SENCO is the responsible person for the development of Care Plans etc

Drug Administration

The school accommodates pupils with medical needs wherever practicable and makes 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.

- There is a specific procedure for administering medicines.

Emergency Management/ Business Continuity Inc. Pandemics

A Crisis Management 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. A test is carried out on a regular basis to ensure that it is feasible and realistic. The emergency plan is reviewed on an annual basis and after the practice emergency exercise, if deficiencies are found immediate corrections are made.

- Emergency/Business Continuity Plan is in place that provides a framework for foreseeable events (bad weather, flooding, loss of part of the building). The plan encompasses practical steps including communication with parents, the local authority, insurers, emergency services, utilities, aid organisations (e.g. counselling) and the press.
- a verbal test is carried out on a regular basis to ensure that it is feasible and realistic. The emergency plan is reviewed periodically and after any practice emergency exercise or real emergency. If deficiencies are found remedial action is taken.
- Lockdown Procedure is in place and displayed in all classrooms and shared areas.

Fire Safety

The school follows GCC SHE Guidance. A risk assessment has been carried out and a safety management plan is in place.

- the school has a fire risk assessment undertaken by a competent body every 3 years.
- The school reviews the fire risk assessment and any actions within it at least annually
- staff are briefed on the findings of the fire risk assessment and cooperate in managing fire risk (e.g. by closing fire doors, keeping ignition sources separate from fuels such as paper or aerosols)
- arrangements are in place such as control of combustible materials, good housekeeping, evacuation drills, testing and staff refresher training.
- maintenance and testing is kept up to date - copies of maintenance tests are kept in a folder in the school office
- termly evacuations are undertaken.
- the fire assembly point is the school playground
- PEEPS where applicable
- staff are trained in fire awareness

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

- Recorded training document which includes dates for refresher training.
- There is a list of trained first aiders which can be found in the school office
- First aid is considered for offsite visits

Health and Well Being Including Absence Management

the school refers to SHE/GN/31 Stress Risk Assessment Toolkit (Schools) and has carried out a risk assessment based on the Health & Safety Executive's Management Standards for Work-Related Stress.

- Individual Stress Risk Assessment carried out for staff where applicable
- Team Stress Risk assessment is carried out where applicable
- the school endeavour to promote a culture of co-operation, trust and mutual respect and ensure good management practices are in place and employees have access to competent advice.
- other practices used include limiting time spent at school at the end of the day, encouraging employees to maintain a work-life balance, social events for employees etc.
- Occupational Health and Employees Assistant Programme available

Pregnant Members of Staff

The checklist contained in SHE is used and reasonable adjustments made.

- 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
- the first aid room/ rest room (staff room) have rest facilities for expectant and nursing mothers.
- Pregnant Workers R/A includes Covid controls in line with Government Guidance

Reporting of Accidents, Hazards, Near Misses and their investigation

The school report and investigate all accidents, incidents and near misses and adhere to the GCC She Procedure '*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 using the SHE Assure accident database.

- the school records accidents and incidents on 'SHE Assure' for RIDDOR reportable accidents
- parents are advised via notification slip/ telephone call etc.
- Governors monitor the first aid book.
- more significant accidents are investigated to identify the root causes
- school review trends
- use of data e.g. to strengthen arrangements such as playground supervision, disposal of waste, local inspections and repairs.

Smoking on Site

The school is a no smoking site and visitors and contractors are required to conform to this status.

Part 3.5 – Monitoring, Review and Audit

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. The action points identified through the audit form part of the school development plan. AMPS also carry out a site survey with a documented report of their findings.

- Departmental specific audits are undertaken where applicable and finding circulated to the responsible persons

Inspections

Regular safety inspections are carried out by the nominated person/s using the GCC recognised format found in the *Good Stewardship Guide* and the GCC *SHE Governors Guide - Workplace 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.

- inspections are undertaken by the Head Teacher, Governors and Class Teachers
- inspections are carried out daily by the Head Teacher and twice per year by the Governing Body. Staff are vigilant.
- records are kept by the Governing Body

- follow-up where applicable
- premises are discussed within the Finance, Staffing & Premises Committee and Full Governing Body

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. The school monitors items such as safety performance via observations and observational notes will be fed back to the Head Teacher. Premises are monitored by AMPS and Head Teacher/ SBM

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, supplemented by various 'ad hoc' and un-planned checks and inspections.

- the school has a programme of review, updating and reissue of policies
- the Governing Body, HT/ SBM review new policies, procedures and reports such as safety audits, workplace inspections etc.

Section 3.6 – Training

Employee Health and Safety Training/Competence

The school is committed to ensure staff are competent to undertake the roles expected of them. The Headteacher/Heads of Department undertake a training needs analysis to identify the competency requirements of specific job roles in terms of health and safety, and ensure that appropriate training is delivered and training records held centrally. The training need 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 Teacher through the provision of Supply/Student Teacher Handbook. Teachers on supply and Student Teachers are given a copy of the Staff Handbook, Health and Safety Policy Document and other relevant Policies. The Headteacher is responsible for liaising with the Supply/Student Teacher on general school organisation and routines. When Supply and Student Teachers attend the school to cover for staff absence at short notice the Headteacher/responsible person gives guidance on the work to be covered.

Volunteer and Parent Helpers

Volunteer and parent helpers are subject to the schools safeguarding arrangements. Volunteers receive an induction from the designated teacher for child protection and general health and safety and are expected to wear a visitor's badge at all times and follow the school procedures. The teacher is the principal point of contact and volunteers are under his/her direction. Conversations and any documentation to which volunteer/parent helpers may have access are strictly confidential and are treated as such.

Section 3.7 - Environmental Management

Environmental Compliance

The school seeks to fulfil its waste management objectives through: using only what is needed; seeking alternatives where possible; recycling as much as practicable; disposing of as little as necessary.

Disposal of Waste

All waste classified as 'hazardous' is collected by specialist firms and disposed of in the approved manner

- waste is stored carefully onsite to avoid escape within the grounds or elsewhere
- fire safety is considered e.g. security of bins
- an appropriate (licensed) waste contractor is used
- food waste is emptied into the main refuse bin
- general waste is collected by Smiths via a GCC contract
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Section 3.8 - Catering and Food Hygiene

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

- food is cooked off site and brought into Redbrook C of E Primary School by an employed MDS for Caterlink
- food is cooked on-site (in-house catering) at St Briavels Parochial C of E Primary and Catering Manager reports to the SBM
- food is probed prior to serving.
- servery and food preparation/ eating areas cleaned down before and after use

- food hygiene management system (HACCP) or Safer Food Better Business in place
- catering staff are appropriately trained in food hygiene.
- the provider of the food business is registered with the Local Authority
- food hygiene inspection reports are shared with the school
- A risk assessment has been undertaken for activities, equipment and maintenance

Section 3.9 – Health and Safety Advice

Information

Health and safety advice is obtained from Safety, Health & Environment (SHE) 01452 425350 she@gloucestershire.gov.uk www.gloucestershire.gov.uk/she