



HEALTH & SAFETY POLICY

Formally adopted by the Governing Board of:-	Fairstead Community Primary and Nursery School
On:-	28th September 2020

Part 1: Governing Body Statement of Intent

The Governing Body believes that effective health and safety management is integral to delivering our ambition for excellence in education and our performance as a school. Our overall objective is to provide and maintain a safe and healthy environment for our staff and pupils and others with whom we work.

We will achieve this by:

- Developing and maintaining a positive Health and Safety culture with an emphasis on continually improving our performance taking into account human and cultural factors.
- Ensuring that health and safety management is an integral part of decision making and organisational processes
- Adopting a sensible and proportionate approach to managing risks, with well informed decision making processes for higher risk activities and ensuring a disproportionate amount of time is not spent on trivial or everyday risks
- Providing a safe and healthy working environment for our staff, pupils and others working in the school
- Ensuring safe working methods are in place and providing safe equipment.
- Communicating and consulting with our staff and their trade union representatives
- Complying with statutory requirements and where possible best practice.
- Investigating and learning the lessons from accidents and work related ill health incidents
- Providing effective information, instruction and training to enable our staff to be competent in their roles
- Monitoring and reviewing systems and preventative measures to make sure they are suitable, sufficient and effective.
- Ensuring adequate resources are made available to fulfil our health and safety responsibilities and objectives.
- Working with and monitoring our contractors to ensure consistent and comparable health and safety standards

We recognise that overall responsibility for health and safety lies with all levels of management having direct responsibility for activities and staff under their control. However, all staff have a legal and moral responsibility to take reasonable care for the health and safety of themselves and for others who may be affected by their acts or omissions.

Name/Signature of Chair of Governors: Vicky Etheridge

Name/Signature of Headteacher: Daniel Farthing

Date: 28th September 2020

Part 2: Responsibilities and Organisation

Introduction

To comply with the Governing Body's Statement of Intent the following responsibilities have been assigned:

The Governing Body

The Governing Body is responsible for ensuring that suitable organisational arrangements are in place for the management and control of health and safety within the school. In particular, we will ensure that:

- a) A written policy statement is created and communicated which promotes a positive attitude towards health and safety in staff and pupils
- b) Responsibilities for health, safety and welfare are allocated to specific people and those people are informed of these responsibilities.
- c) A lead governor for health and safety is nominated
- d) People have sufficient experience, knowledge and training to perform the tasks required of them.
- e) Clear procedures are created which assess the risk from hazards and produce safe systems of work.
- f) Sufficient funds are set aside with which to operate safe systems of work.
- g) Adequate time and resources are given to individuals to fulfil their roles as defined by this policy
- h) Health and safety performance is monitored and targets for improvement are set.
- i) The school's health and safety policy is reviewed at least every two years
- j) The management of health and safety considers the needs of anyone with a protected characteristic under the Equalities Act

The Headteacher

The Headteacher is responsible for all staff and activities under their control and will ensure that the requirements of relevant safety policies and procedures are implemented and complied with. In particular, they will:

Be fully and visibly committed to the Governing Body's Statement of Intent for health and safety ensuring that a positive health and safety culture is actively demonstrated and promoted through their own leadership.

Ensure that appropriate risk assessments are undertaken by competent persons and that suitable control measures are taken on a risk basis to

manage the health and safety risks to staff and any other people who may be affected by the school's activities

- Monitor and review health and safety performance through:
 - Undertaking health and safety inspections of work areas/practices in line with relevant policy
 - Setting health and safety targets and objectives through appraisals and other supervisory reviews
 - Reviewing incidents and accidents
 - Monitoring commissioned and contracted work under their control for compliance
 - Ensure that the management of health and safety in the areas under their control considers the needs of anyone with a protected characteristic under the Equalities Act
- Develop safe systems of work and procedures and ensure that they are implemented
- Set a personal example by including health and safety management in daily management practice and demonstrating safe personal working practices
- Ensure prompt action is taken to resolve any situations that may adversely affect the health and safety of staff or other people.
- Ensure that they personally undertake all relevant training and all staff are given adequate information, instruction, training and supervision to carry out their duties, paying particular attention to new/inexperienced employees and trainees
- Ensure that all plant and work equipment provided is: selected through a risk assessment process, suitable, properly maintained and subject to all necessary tests and examinations
- Ensure that accidents and incidents (including near misses and violence and aggression) are properly reported and investigated and the findings acted upon without delay
- Ensure there are adequate and effective arrangements in place for consulting employees and their trade union representatives on health and safety matters that affect them
- Ensure information that may assist safety representatives in their role is provided to them as necessary
- When commissioning work through partners and contractors, ensure that they are selected and managed in line with statutory requirements and Council policy
- Ensure that they seek timely assistance and advice where expert help is required from the Health, Safety and Well-being team

- Report to the Governing Body at least annually on the school's health and safety performance.

Lead Governor for Health and Safety

The Lead Governor for Health and Safety has the following responsibilities:

- To be fully and visibly committed to the Governing Body's Statement of Intent for health and safety.
- To scrutinise and review health and safety performance.
- To provide support and challenge to the Headteacher and the Governing Body in fulfilling their health and safety responsibilities.
- To ensure in particular that risk assessments of the premises and working practices are carried out and documented.

School Health and Safety Coordinator

The School Health and Safety Coordinator has the following responsibilities:

- a) To coordinate and manage the annual risk assessment process for the school.
- b) To coordinate performance monitoring processes.
- c) To make provision for the inspection and maintenance of work equipment.
- d) To manage the keeping of records of all health and safety activities including management of building fabric and building services in liaison with NPS and other contractors.
- e) To advise the Headteacher of situations or activities which are potentially hazardous to the health and safety of staff, pupils and visitors.
- f) To ensure that staff are adequately instructed in safety and welfare matters about their specific work place and the school generally.

Teaching and support staff holding positions of special responsibility

This includes the Deputy Headteacher, School Business Manager, and Site Manager. They have the following responsibilities:

- a) Apply the school's Health and Safety Policy or relevant Health and Safety Code of Practice to their own department or area of work and be directly responsible to the Headteacher for the application of the health and safety procedures and arrangements.
- b) Carry out regular health and safety risk assessments of the activities for which they are responsible.

- c) Ensure that all staff they manage are familiar with the relevant health and safety Codes of Practice, if issued, for their area of work.
- d) Resolve health, safety and welfare problems members of staff refer to them, or refer to the Headteacher any problems to which they cannot achieve a satisfactory solution within the resources available to them.
- e) Carry out regular inspections of their areas of responsibility to ensure that equipment, furniture and activities are safe and record these inspections where required.
- f) Ensure, so far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and pupils to avoid hazards and contribute positively to their own health and safety.
- g) Investigate any accidents that occur within their area of responsibility.

Class Teachers

Class teachers are expected to:

- a) Exercise effective supervision of their pupils, to know the procedures for fire, first aid and other emergencies and to carry them out.
- b) Follow the particular health and safety measures to be adopted in their own teaching areas as laid down in the relevant Code of Practice, if issued, and to ensure that they are applied.
- c) Give clear oral and written instructions and warnings to pupils when necessary.
- d) Follow safe working procedures.
- e) Require the use of protective clothing where necessary.
- f) Make recommendations to their Headteacher or line manager on health and safety equipment and on additions or necessary improvements to plant, tools, equipment or machinery.
- g) Integrate all relevant aspects of safety into the teaching process and, where necessary, give special lessons on health and safety in line with National Curriculum requirements for safety education.
- h) Report all accidents, defects and dangerous occurrences to the Headteacher or School Support Manager.

Employee Consultation/Safety Representatives

The Governing Body believes that consulting employees on health and safety matters is important in creating and maintaining a safe and health working environment.

Safety representatives of trade unions recognised by Norfolk County Council will be consulted on all matters of health and safety that may affect staff and on the provision of health and safety information and training. Non-union staff will also be consulted directly.

Before making any decisions which could have health and safety consequences for staff, the governing body will inform safety representatives about the proposed course of action and give them an opportunity to express their views.

All 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. In particular, employees must:

- a) Comply with the school's health and safety policy and procedures at all times – in particular procedures for fire, first aid and other emergencies and incident investigation.
- b) Co-operate with school management in complying with relevant health and safety safe systems of work and procedures.
- c) Use all work equipment and substances in accordance with instruction, training and information received.
- d) Wear, use, store, maintain and replace personal protective equipment as appropriate
- e) Not intentionally misuse anything provided in the interests of health, safety and welfare
- f) Take part in and contribute to health and safety inspections, risk assessments etc. as appropriate
- g) Report all accidents (personal injury, ill health, incidents of violence and aggression, near misses, hazardous situations, general health and safety concerns, defective equipment of premises
- h) Report to their manager any hazardous situations and defects in equipment found in their work places.
- i) Inform their manager of what they consider to be shortcomings in the school's health and safety arrangements.
- j) Exercise good standards of housekeeping and cleanliness.
- k) Attend all training relevant to their role
- l) Co-operate with appointed Union Health and Safety Representative(s).

Pupils

Pupils, allowing for their age and aptitude, are expected to:

- a) Exercise personal responsibility for the health and safety of themselves and others.
- b) Observe standards of dress consistent with safety and/or hygiene.
- c) Observe all the health and safety rules of the school and in particular the instructions of staff given in an emergency.

- d) Use and not wilfully misuse, neglect or interfere with things provided for their health and safety.

Part 3: Procedures and Arrangements

The following procedures and arrangements have been adopted to ensure compliance with the Governing Body's Statement of Intent.

Lead Governor for Health and Safety

The lead governor with responsibility for scrutiny of health and safety performance is Karlene Kerr

Risk Assessment:

General Risk Assessment

General Risk Assessment will be coordinated by Lorraine Collins (School Business Manager) and Darren Cross (Site Manager) following guidance and documentation on Schools' PeopleNet.

Daniel Farthing (Headteacher) will be responsible for ensuring the actions required are implemented.

Fire Safety

A fire risk assessment will be carried out and local fire safety procedures developed for the premises by appropriate contractor (TP Fire) liaising with Lorraine Collins (School Business Manager) and Darren Cross (Site Manager).

Manual Handling

Manual handling risk assessments will be overseen by Lorraine Collins (Business Manager). And Darren Cross (Site Manager) Staff are directed to the e-learning module on Schools PeopleNet.

Computers and Workstations

Computer and workstation risk assessments will be carried out by staff using them. This will be overseen by Lorraine Collins (Business Manager). Staff are directed to the e-learning module on Schools PeopleNet.

Hazardous Substances

Darren Cross (Site Manager) will identify hazardous substances for which no generic assessment exists in the Codes of Practice mentioned below, or in the Caretaking Health and Safety Code of Practice, following guidance and documentation on Schools' PeopleNet.

Violence to Staff

Assessment of the risks of violence to staff will be carried out by Daniel Farthing (Headteacher) following guidance on Schools' PeopleNet. This assessment cross-refers to the school's behaviour policy.

Risk Assessment of Curriculum Activities

Risk Assessments for curriculum activities will be carried out by relevant staff using Health and Safety curriculum Codes of Practice on Schools' PeopleNet.

Consultation with Employees

There are no Union-appointed safety representatives.

Consultation with employees not represented by a union is provided through HR direct

Safe Plant and Equipment

Plant and equipment will be inspected, maintained and, where necessary, tested by appropriate contractors appointed by the Governing Body

Routine local testing of emergency lighting, fire alarm call points, flushing of infrequently used water outlets and monthly water temperature monitoring will be carried out by Darren Cross (Site Manager).

Any problems or defects with plant and equipment should be reported to Darren Cross (Site Manager).

Information, Instruction and Training

Information and Advice

The Health and Safety Law Poster is displayed in the staff room by the door

Health and safety advice is available from the Headteacher/School Business Manager and from HR Direct on 01603 222212 or email

hrdirect@norfolk.gov.uk

Health and Safety Training:

Induction

Health and safety induction training will be provided for all new employees and for work experience placement students by Claire Wise (Deputy Headteacher) following guidance and documentation on Induction on Schools' PeopleNet.

Employees named below have received or will receive health and safety training in the following areas:

Strategic Health and Safety Management and Premises Management Training

- Health and Safety Awareness for Governors
- Health and Safety Awareness for Headteacher's : Daniel Farthing
- Health and Safety for Managers: Lorraine Collins
- Premises Management 1 – General: Lorraine Collins, Darren Cross
- Premises Management 2 – Asbestos: Lorraine Collins, Darren Cross
- Premises Management 3 – Fire Safety Risk Assessment: Lorraine Collins, Darren Cross
- Premises Management Refresher: Lorraine Collins, Darren Cross
- Risk Assessment: Lorraine Collins

The HSE has recommended that for larger premises three or four staff attend Premises Management training to allow for sickness, holidays etc.

Curriculum/Subject Specific Health and Safety Training

Primary and Secondary PE and School Sport

- Risk Management in PE and School Sport:

Outdoor Education

- Educational Visits Coordinator: Claire Wise

Occupational Risks

- Paediatric First Aid :Anne Atkin, Pippa Baker, Georgina Bateman, Michele Brown, Rachel Fincham, Irene Hammond and Laura Howe
- First Aid at Work: Miranda Glynn.
- Emergency First Aid at Work: Approx 35 staff received updated training Jan 2018 and Jan 2019
- Norfolk Steps (Team-Teach) training for all staff Jan 2020

(An upto date list of first aid trained staff is kept in the school office and the staffroom)

Caretaking/Site Management

- Norse Commercial Services: Caretaker Health and Safety Awareness : Darren Cross
- Norse Commercial Services: Safe Use and Inspection of Ladders and Stepladders: Darren Cross

Health and Well-Being

- Well-Being Facilitators: Kate Redden and Lorraine Collins

Minibuses

- Norfolk County Council Minibus driver training: Miranda Glynn and Stan Martin

Training Records and Training Needs Identification

Health and safety training records are held by: Lorraine Collins and on 'NCC Myschool' site

Training needs will be identified by the Headteacher and arranged and monitored by: Lorraine Collins

Incident Reporting and Investigation

All accidents and cases of work-related ill health involving employees (or non-employees where the injury is potentially caused by a deficiency in activity, equipment or premises) must be recorded on the Norfolk County Council online incident reporting system following guidance on Schools' PeopleNet.

Minor injuries to non-employees (i.e. pupils and visitors) where first aid is given will be reported on the First Aid Record of Treatment form. These forms are kept by the First Aid team and a central log is updated

Daniel Farthing and Lorraine Collins will investigate all incidents and act on findings to prevent a recurrence.

First Aid

First aid boxes are kept in each shared area in each classroom wing, the medical room and in the female toilet in the school reception area

All trained employees, as listed above, are available to provide first aid.

(An up to date list of first aid trained staff is kept in the main office and the staff room)

Supporting Pupils with Medical Conditions

Prescribed medication will be administered to pupils following guidance and documentation on Schools' PeopleNet and the school policy for Medicine in School

Site Security and Visitors

All visitors must report to the school reception desk where they will be asked to sign in using the InVentry system and wear a visitors' badge. All visitors will be receive a safeguarding leaflet

Other arrangements to ensure the security of pupils and employees on site are:

On-Site Vehicle Movements

The risks of persons and vehicles coming into contact will be controlled by the provision of clear footpath areas separated where possible from driveways. Vehicles will not be allowed to enter/leave the site during the hours 8.30am to 9.05am and 14.30pm to 15.10pm.

Selection and Management of Contractors

Contractors are selected and managed following guidance and documentation on Schools' PeopleNet.

Management of Asbestos

The asbestos register and asbestos management plan is held at the front reception desk

Darren Cross and Lorraine Collins are responsible for ensuring that contractors who may be working in areas where asbestos has been identified sign the register and that any changes to the register are notified to NPS.

Educational Visits

Educational visits, including residential visits and any school-led adventure activities, will be organised following guidance produced by the Outdoor Education Advisers Panel and adopted by Norfolk County Council.

Occupational Health

Access to occupational health services is accessed through HR Direct following guidance on Schools' PeopleNet

Emergency Procedures – Fire and Evacuation

Escape routes are checked by staff continuously. The Site Manager and Head Cleaner checks on a daily basis

Fire extinguishers are maintained and checked T&P Fire annually. Monthly visual checks are carried out by the site manager

Alarms and emergency lighting are tested by T&P Fire monthly

Emergency evacuation procedures will be tested at least once every term.

Monitoring

Routine inspections of the premises to ensure safe working practices are being followed will be carried out by Daniel Farthing, Lorraine Collins and Darren Cross

Review of Policy

This policy will be reviewed at least every 2 years and more frequently in the light of experience, or because of operational or organisational changes.

COVID-19 Secure - Our school health and safety arrangements

For further information regarding COVID – 19 and our arrangements please refer to:

- Fairstead Community Primary and Nursery School Covid-19 Risk Assessment, available on our website www.fairsteadprimaryschool.co.uk
- LA guidance available on the Norfolk Schools website
- Specific additional policies available relating to COVID-19 arrangements, available on the school website

COVID-19 Secure - Our school health and safety arrangements

We recognise that our health and safety responsibilities apply to the management of COVID-19. We are committed to operating our school in a way that protects the safety of everyone

We have undertaken a risk assessment and put new measures in place for the COVID-19 Recovery Phase in our school and we have introduced a range of new measures to reduce the risk of virus transmission. In order to achieve this, our school will be operating in a very different way following all required government guidelines on infection control.

Our new measures include:

- Ensuring we have the facilities available to encourage excellent personal and respiratory hygiene (bins, tissues, wash hand basins, liquid soap and hand sanitiser)
- Ensuring we maintain excellent environmental cleaning across our buildings and sites
- Grouping pupils and staff to limit the contact with others
- Making changes to the way we carry out activities to avoid close contact where it is possible to
- Making changes in classrooms and other spaces to reduce close contact where it is possible to
- Ensuring our school is well ventilated
- Arrangements to welcome essential visitors safely
- Increasing the way that we communicate our new arrangements including through parent surveys, increased signage and marking areas of our site.
- Making changes to how we travel to the school and school times
- Educating and supporting pupils in personal and respiratory hygiene
- Providing our staff with information, instruction and training so that they can work safely
- Asking our pupils about their health and making sure that they can let us know about how they feel
- Ensuring that our staff are fit to work and go home immediately if they develop symptoms.
- Looking after pupils if they develop symptoms while they are waiting to be collected
- Working with parents and carers to support our new arrangements by following the new arrangements and encouraging pupils to follow hand and respiratory hygiene at all times.

We will:

- Follow Government guidelines on infection control though following Norfolk County Council's Compliance Code and guidance
- Consult with our recognised unions and engage with our employees when planning to reopen or extend our provision
- Consider the individual health needs and personal circumstances of our staff and pupils in our risk assessment processes
- Provide our staff with the information, instruction and training they need to carry out their roles for everyone's good and safety

Chair of Governors

Headteacher

Date: