



SIKH ACADEMIES TRUST  
Faith Inspired Education

# **SAT Health and Safety Policy**

## **HEALTH AND SAFETY GUIDANCE OVERVIEW**

### **1. Responsibilities**

Pupils should be safe in school and when undertaking out of school activities. The risk management to keep them safe should be proportionate to the nature of the activities. Teachers should be able to take pupils on exciting school trips that broaden their horizons. Pupils should be able to play freely in the playground and be able to take part in sports. The Health and Safety Executive (HSE) has guidance on [promoting a balanced approach to children's play and leisure](#).

SAT is accountable for the health and safety of school staff and pupils. The day-to-day running of the school is delegated to the headteacher and the school management team. In most cases, they are responsible for ensuring that risks are managed effectively. This includes health and safety matters.

A competent person is someone with the necessary skills, knowledge and experience to give sensible guidance about managing the health and safety risks at the school. Schools must appoint a competent person to ensure they meet their health and safety duties. The named person for SAT is **Harmeet Sahota**. HSE's guidance on [sensible health and safety management in schools](#) has more information.

The [Association for Physical Education \(AfPE\)](#) can offer advice on insurance for PE teachers.

### **2. Leadership**

HSE provides information on [leading health and safety at work](#). The Health and Safety policy is an integral part of the school's culture, values and performance standards.

The key elements of the policy:

- sets out the roles and responsibilities within risk management processes
- the mechanisms to control risk
- specific control measures that need to be implemented

Based on a thorough risk assessment, the schools should update the policy to reduce and reflect new risks. The risk assessment must cover the risks to the health and safety of employees and of persons (including pupils) who are not employees of the school.

Review the assessment if:

- there is any reason to suspect that it is no longer valid
- there has been a significant change in related matters

Schools are obliged to record significant findings of the assessment. They must identify any group of employees identified by it as being especially at risk. All staff can request that procedures be reviewed.

### **3. Elements of a health and safety policy**

This Health and safety policy is based on 4 elements:

- Plan – leaders should set the direction for effective health and safety management
- Do – introduce management systems and practices that ensure risks are dealt with sensibly, responsibly and proportionately
- Check – monitoring and reporting

- Act – a formal management review of health and safety performance

HSE explains the elements in more detail in its guidance on [leading health and safety at work](#) and [leading sensible health and safety management in schools](#).

As outlined in the guidance, the policy includes:

- a general statement of the policy
- who is responsible for what (delegation of tasks)
- arrangements for risk assessments and the practical control measures to reduce risk
- how the school will establish, monitor and review its measures to meet satisfactory health and safety standards

#### **4. Assessing and managing risks**

Risk assessments identify measures to control risks during school activities. Health and safety law requires the school to assess risks and put in place proportionate control measures. The law also requires it to record details of risk assessments, the measures taken to reduce these risks and expected outcomes.

Schools need to record significant findings of the assessment by identifying:

- the hazards
- how people might be harmed by them
- what they have in place to control risk

Records of the assessment should be simple and focused on controls. Outcomes should explain to others what they are required to do and help staff with planning and monitoring.

Schools think about the risks that may arise in the course of the school day. This could include anything related to the school premises or delivery of its curriculum, whether on or off site.

#### **5. Preparation for public health incidents**

Schools comply with health and safety law and put in place proportionate control measures. Schools regularly review and update their risk assessments, treating them as 'living documents', as the circumstances in your school and the public health advice changes.

This includes having active arrangements in place to monitor whether the controls are effective and working as planned. Schools therefore make sure that a risk assessment has been undertaken to identify the measures needed to reduce the risks from public health incidents so far as is reasonably practicable.

General information on how to make a workplace secure is provided by the Health and Safety Executive's (HSE) [guidance on health and safety at work](#).

#### **6. School security and emergency preparation**

SAT has plans in place to enable them to manage and respond to incidents related to school security. The guidance on [school and college security](#) has more information.

SAT has procedures for [controlling access and barring individuals from school premises](#). The DfE recommends guidance on helping schools with accessing and barring of individuals from premises.

Health and safety emergency procedures schools include:

- serious injury to a pupil or member of staff (for example, transport accident)
- significant damage to school property (for example, fire)
- criminal activity (for example, bomb threat)
- severe weather (for example, flooding)
- public health incidents (for example, flu pandemic)
- the effects of a disaster in the local community

DfE provides [emergency planning and response for education, childcare, and children's social care settings](#).

## **7. Staff training**

Schools must ensure that staff receive information and training about health and safety. This includes:

- how to assess risks specific for their job
- how to meet their roles and responsibilities identified within the health and safety policy

They can do this in different ways depending on individual or specific need. For example, providing staff with written guidance may be appropriate in some cases, while attending a training course may be more appropriate for others.

Staff whose work involves a greater element of risk will need extra or specific training. The [HSE risk management guidance](#) provides information about when staff require specific training in, for example:

- using industrial machinery
- managing asbestos
- having responsibility for the storage and accountability for potentially hazardous materials in their buildings

DfE also provide information about the [safe storage and disposal of hazardous materials](#).

## **8. Duties on employees**

The law requires employees to:

- take reasonable care of their own health and safety and that of others who may be affected by what they do at work
- co-operate with their employers on health and safety matters
- do their work in accordance with training and instructions
- inform the employer of any work situation representing a serious and immediate danger, so that remedial action can be taken

Employees should follow health and safety procedures put in place by their employer.

Teachers and other staff in schools have a common law duty when in charge of pupils to take the same care of them as they would as a parent.

## 9. Recording and reporting injuries and accidents

Certain work-related injuries to a member of staff or a child must, by law, be recorded and reported.

The employer or proprietor is responsible for this, but staff may be asked to prepare the report. HSE explain when, how, where and when to report incidents in their education information sheet: [incident reporting in schools](#).

## 10. The Law

The [Health and Safety at Work etc. Act 1974](#) determines British health and safety law. The Health and Safety Executive (HSE), with local authorities, enforce this Act.

The [Management of Health and Safety at Work Regulations 1999](#) supports the Act.

Schools should make sure they are familiar with both of these documents.

### **STATEMENT OF INTENT**

Sikh Academies Trust has overall responsibility for the health, safety and welfare of staff, students, and visitors in the schools it operates. Together, we are committed to achieving the following objectives:

- To provide, as far as reasonably practicable, a safe and healthy working environment for all.
- To ensure that all members of the school community are aware of their health and safety responsibilities, what is expected of them and what they need to do to discharge them.
- To ensure that all staff have access to appropriate training and resources to enable them to play an active part in achieving a safe and healthy working environment.
- To have an effective system for communicating and consulting on health and safety matters.
- To effectively plan, implement, monitor and review the arrangements in place to ensure we have a safe and healthy working environment.
- To encourage, promote and continuously improve the Trust's health and safety performance.
- To ensure that we protect the environment.

### **SECTION 1 - RESPONSIBILITIES FOR HEALTH AND SAFETY**

#### **1.1 Overall and final responsibility for health and safety**

The Board of Trustees, Chair of Trustees and Executive Headteacher carry the key responsibilities for assessing, recording, and implementing the correct health and safety procedures. They will do this by:

- Leading by example on all matters relating to health, safety, and welfare,
- Promoting and following this Health and Safety Policy,
- Dedicating budget to the health and safety provision at the schools,
- Communicating effectively with parents, staff, and students,
- Monitoring and reviewing health and safety procedures and practice

#### **1.2 Day to day responsibility for ensuring this policy is put into practice**

The Board of Trustees, Chair of Trustees and Executive Headteacher have assigned health and safety responsibilities: The named person is **Harmeet Sahota**. The Board of Trustees will ensure that Health and safety matters are raised at BoT meetings, LAB meetings, FAR and ARC committee meetings.

### **1.2.1 Senior Leadership Team and Headteachers**

(a) The Headteacher has the following responsibilities:

- To lead by example
- ensuring that adequate and appropriate risk assessments are carried out and reviewed prior to any activity either on-site or off-site
- liaising with the health and safety representative and the board of trustees to inform that person of any health and safety issues or risks that arise
- ensuring that the information on health and safety good practice that is available to academy staff and visitors is up to date, easily accessible and promoted throughout the academy. This includes the academy health and safety policy and risk assessment templates
- ensuring that all support and cover staff are fully trained and equipped to deal with health and safety issues and emergencies
- ensuring that the board of trustees are aware of and up to date with any health and safety legislation or reasons for change in health and safety provision
- ensuring that funding is allocated to individual departments for their health and safety requirements
- ensuring that all staff, pupils, and volunteers are aware of their health and safety obligations to one another
- ensuring that regular practice fire drills are undertaken
- ensuring that adequate information related to health and safety is obtained and passed on to relevant staff, contractors, members of the public, statutory authorities etc.

(b) The Senior Leadership Team has the following responsibilities:

to lead by example

- ensuring that all new employees are given the appropriate health and safety induction training, relating to both whole-school health and safety and any specific provision relating to their role in the school
- ensuring that any school activity, either on or off-site, is risk assessed and consideration has been given to health and safety in terms of the wider school policy
- keeping up to date with any changes to arrangements surrounding activities and the implications of these on health and safety
- ensuring that all the relevant checks are done on the equipment and competency of contractors that come into the school
- ensuring that all staff and pupils are aware of their health and safety responsibilities, including what to do in case of a fire, emergency, or medical emergency, and that all those taking part in any given activity are given proper training and health and safety briefing
- managing their particular budgets to cover health and safety maintenance, checks and provision for activities under their department

### **1.2.2 Site Facilities Manager**

Site Facilities Manager acts as Health and Safety representative for the sites they are responsible for.

- The Facilities Manager carries out periodic health and safety audits within Academies and reports back findings to the Executive Headteacher ensuring requirements to monitor, review and record safe systems of working within Academies are being met.

- Site Facilities Manager will undertake periodic health and safety audits to ensure the site they are responsible for are fulfilling their requirement to follow safe systems of work in the running of their area of the business and the appropriate licences, test certificates, insurances etc are up to date and fit for purpose. This person will formalise the on-site communication of health and safety matters with contractors that are appointed.
- Site Facilities Manager will be the representative for the Trust when dealing with any health and safety meetings/committees.

### **1.2.3 Line Managers**

Line Managers are responsible for:

- leading by example
- the practical implementation of the Health and Safety Policy and other subsidiary policies and procedures, the requirements of the Health and Safety at Work Act 1974 and other relevant legislation
- ensuring that operations under their control are, so far as is reasonably practicable, conducted without detriment to the health and safety of employees or others affected by their activities
- obtaining and ensuring adherence to a safe system of work by competent employees and contractors
- ensuring that their area of responsibility is subject to risk assessment, regular inspections, and adequate supervision
- ensuring that all accidents, incidents, and dangerous occurrences, within their area of responsibility, are reported. Reviewing all such reports and ensuring that a full investigation is carried out and appropriate remedial action is taken where necessary
- making adequate consideration to health and safety when specifying, purchasing or hiring equipment or materials and ensuring that contractors under their control do likewise where applicable
- ensuring that all pupils, staff, and volunteers understand their health and safety responsibilities and are familiar with the school health and safety policy and procedures
- ensuring that all relevant training and preparation is carried out for all on- and off-site activities.

### **1.2.4 Employees and Staff**

(a) Employees of the Trust, whether they are fixed term, contract, or permanent take the responsibility of:

- ensuring that they are familiar and up to date with the Trust's health and safety policy and standard procedures
- keeping their managers informed of any developments or changes that may impact on the health and safety of those undertaking any activity, or any incidents that have already occurred
- ensuring that all the correct provisions are assessed and in place before the start of any activity
- making sure that the pupils taking part in the activity are sure of their own health and safety responsibilities
- cooperating fully with the employer to enable them to fulfil their legal obligations. Examples of this would be ensuring that equipment is only used in line with manufacturers' guidance
- ensuring that any equipment used is properly cared for and in the proper working order. Any defects should be immediately reported to a senior manager and that piece of equipment should not be used.

(b) All employees and staff are required to as part of the Health and Safety at Work Act 1974:

- take reasonable care for the health and safety of them self and others who may be affected by their acts or omissions
- To co-operate with their employer in matters relating to health and safety to enable the employer to comply with requirements
- Duty not to misuse or interfere with anything provided in the interests of health and safety or welfare.

(c) Employees and staff are required to:

- Co-operate in the implementation of the requirements of all Health and Safety legislation, related codes of practice and safety procedures /instructions
- Refrain from doing anything or omitting to do anything that causes danger to themselves or others
- Immediately bring to the attention of their Line Manager or Site Health and Safety Representative, any situation or practice of which they are aware, which may lead to injury or ill health
- Take responsibility for good housekeeping in the area within which they work
- Report all accidents, incidents, and dangerous occurrences in accordance with company guidelines
- Follow the advice given in Company Health and Safety Training in order to control workplace risks
- Take responsibility for their own health and safety.

(d) Volunteers have the same responsibilities for health and safety as any other staff and will be expected to be familiar with the Trust's health and safety policy and procedures.

### **1.2.5 Class Teachers**

Class teachers are expected to:

- Lead by example
- Exercise effective supervision of their pupils, to know the procedures for fire, first aid and other emergencies and to carry them out
- Follow the particular health and safety measures to be adopted in their own teaching areas as laid down in the relevant risk assessments
- Give clear oral and written instructions and warnings to pupils when necessary
- Follow safe working procedures
- Require the use of protective clothing and guards where necessary
- Make recommendations to their Headteacher or manager regarding equipment and improvements to plant, tools, equipment, or machinery
- Integrate all relevant aspects of safety into the teaching process
- Report all accidents, defects, and dangerous occurrences to their manager.

### **1.2.6 Pupils**

It is vital that pupils understand their role and responsibilities when it comes to whole-school and personal health and safety in order for staff to be able to carry out their roles effectively. As members of the Trust community, and allowing for their age and aptitude, pupils are expected to:



- Behave sensibly around the academy site taking care to respect others and school property
- Act in line with the school code of conduct / school behaviour policy.
- Observe standards of dress consistent with safety and/or hygiene
- Use and not wilfully misuse, neglect or interfere with things provided for their health and safety
- Take personal responsibility for the health and safety of themselves and others
- Observe all the health and safety rules of the academy and in particular the instructions of staff given in an emergency
- Using any equipment as directed by the teachers
- Report health and safety concerns or incidents to a member of staff immediately

### **1.2.7 Contractors**

All Contractors working on Trust premises, or elsewhere on their behalf, are required to comply with relevant rules and regulations governing their work activities. Contractors are legally responsible for ensuring their own safety on Trust premises or elsewhere on the Trust's behalf, the safety of their workforce and for ensuring that their work does not endanger the safety or health of others. Contractors will be required to demonstrate their competence and adequate resources to carry out specific hazardous work, prior to their engagement.

## **2 SECTION 2 - ARRANGEMENTS FOR HEALTH AND SAFETY**

### **2.1 Responsibility for ensuring health and safety standards is maintained and improved**

#### **2.1.1 Communication**

- (a) All members of the academy community are encouraged to report any health and safety issues or concerns to their teachers, line managers, Headteachers or to the Board itself. Before making any decisions, which could have health and safety consequences for staff, the Trustees will inform staff about the proposed course of action and give them an opportunity to express their views.

#### **2.1.2 Training**

- (a) Employees will be provided with training to enable them to play their part in establishing and maintaining a safe environment and a positive culture of health and safety.
- (b) External Health and Safety Consultants will be used to provide professional health and safety advice if required.

### **2.2 Risk Assessment**

Effective risk assessment is the foundation of all school health and safety checks, and the Trust takes steps to ensure that all academy staff are confident and familiar with carrying out risk assessments and recording and reporting risks.

Risk assessments are stored in the school office and will be reviewed:

- at regular intervals
- after accidents, incidents and near misses
- after any significant changes to workplace, working practices or staffing
- after any form of notice has been served.

Under the Management of Health and Safety at Work Regulations 1999 the minimum the Trust must do is:

- Identify what could cause injury or illness (the hazard)
- Decide how likely it is that someone could be harmed (the risk)
- Take action to eliminate the hazard if this is not possible then control the risk.
- The level of detail in a risk assessment will be proportionate to the risk and appropriate to the nature of the work. The HSE provides further information and templates: Risk assessment: Template and examples - HSE

The Trust carries out risk assessments in accordance with the Health and Safety at Work Act 1974. It is impossible to eliminate all risk, but the Trust does take reasonable steps in order to decrease risk as far as is reasonably practicable. Any activity that is considered too high risk to the health and safety of our pupils, staff, or the general public through risk assessment will not be carried out.

### **2.3 Training**

- Health and safety induction training will be provided for all new employees and for work experience placement students. A signed register confirming that induction training has been received and understood will be kept.
- Where annual refresher training is required for specific areas, a record will be kept and updated to ensure that knowledge and skills are up to date.
- Curriculum / Subject Specific Health and Safety training is provided, and records will be kept and updated to ensure that knowledge and skills are up to date.
- Strategic Health and Safety Management and Premises Management Training is provided, and records will be kept and updated to ensure that knowledge and skills are up to date.
- All employees will have a health and safety training record which will be stored in their HR Personnel files.
- Training needs will be identified, arranged, and monitored by Human Resources.

### **2.4 Continuous Improvement**

If the BoT or a committee is discussing accidents, the aim is to stop them happening again, not to give blame. They will:

- look at the facts in an impartial way
- consider what precautions might be taken
- recommend appropriate actions
- monitor progress with implementing health and safety interventions.

### **2.5 Workplace Safety**

The Trust will take reasonable steps to ensure that the academy environment and workplace is reasonably safe for pupils, staff, and visitors. This means keeping classrooms and corridors tidy, organised, and free of safety hazards such as loose wires. Appropriate clothing and good conduct will also be expected in school, and both contribute to good health and safety practice.

Any hazards around the academy site that are noticed by any member of the academy community should be reported to a senior leader.

Certain departments such as science labs and design technology workshops will have more health and safety risks due to equipment and substances being used in these lessons. **Information on health and safety in each department can be found in *designated departments*.** Only teachers and pupils trained to use specialised equipment will be allowed to do so, with appropriate risk assessments being carried out prior to commencement of activities.

#### **(a) Display Screen Equipment (DSE)**

The Trust recognises the importance of taking into consideration the health and safety surrounding the use of DSE and operate in accordance with the Health and Safety (Display Screen Equipment) Regulations 1992. Some of the potential health problems associated with incorrect use of DSE are:

- Upper Limb Disorders (ULD) (e.g., upper limb aches and pains caused by poor posture)
- backache
- fatigue and stress
- temporary eye strain.

The Trust adopts the following precautions to ensure a safe system of work for any staff, pupils, volunteers, and visitors to the academy:

- Work areas are risk assessed and arranged to enable safe practices to be carried out.
- Staff and pupils are trained in the safe use of Display Screen Equipment and the risks of working for a prolonged period of time.
- Regular breaks are taken when working with DSE.
- The Trust encourages that staff, pupils, and volunteers or visitors report to their manager or superior any symptoms of discomfort or ill health that they believe may be related to the use of DSE.

The Trust promotes good DSE health and safety by encouraging pupils to use the checklist below when using such equipment, and by displaying this checklist around the academy and in classrooms where DSE is in use.

<b>Workstation</b>	<p>Adjust screen height to suit seating height – generally eyes level with top of screen.</p> <ul style="list-style-type: none"> <li>✓ Keep an organised work surface to facilitate workflow.</li> <li>✓ Avoid clutter under the workstation.</li> <li>✓ Ensure an appropriate mobile, stable base chair.</li> <li>✓ Seat back, armrests and back rests to be height adjustable.</li> <li>✓ 2-3" of space in front of the keyboard</li> <li>✓ Be familiar with software in order to customise screen colours, etc.</li> </ul>
<b>Environment</b>	<p>Adjust screen to reduce reflection and glare.</p> <ul style="list-style-type: none"> <li>✓ Clean screen and equipment regularly.</li> <li>✓ Ideally sit sideways to windows.</li> <li>✓ Maintain safe surroundings, i.e. free from tripping and electrical hazards.</li> <li>✓ Avoid excessive noise and uncomfortable temperatures.</li> </ul>
<b>Healthcare</b>	<p>Plan work to include regular changes of activity to move around and change posture.</p> <ul style="list-style-type: none"> <li>✓ Rest eyes during work break and carry out eye care exercises.</li> <li>✓ Have eyes tested regularly.</li> <li>✓ Report any health-related symptoms that concern you.</li> </ul>

<b>Job Design</b>	<p>Break up work with informal postures and different tasks.</p> <ul style="list-style-type: none"> <li>✓ Combine different work tasks.</li> <li>✓ Take regular breaks away from the screen.</li> <li>✓ Ensure you have training in software and know how to set up a safe workstation.</li> </ul>
<b>Posture</b>	<p>Adjust seat height to ensure thighs and forearms are horizontal.</p> <ul style="list-style-type: none"> <li>✓ Desk just below elbow height.</li> <li>✓ Align hands with forearms. Minimal deviation of wrists.</li> <li>✓ Adjust your backrest to support the lower back.</li> <li>✓ Sit right back in the chair to maintain good lumbar support.</li> <li>✓ Keep your head in a natural upright position.</li> <li>✓ Do not slouch. Maintain an upright position.</li> <li>✓ Head, neck, shoulders, and hips to be in alignment.</li> <li>✓ Use a footrest if feet do not touch the floor.</li> <li>✓ Rest arms and hands whenever routine allows.</li> <li>✓ Space under desk for postural change, no obstacles</li> <li>✓ Top of screen at eye level.</li> </ul>

**(b) Manual handling**

The Trust operates in accordance with the *Manual Handling Operations Regulations* (1992) as amended. 'Manual handling' describes activities which involve lifting, carrying, moving, holding, pushing, lowering, pulling, or restraining an object or person. The Trust will provide information, instruction, and training on safe manual handling for day-to-day tasks, and will, as is reasonably practicable, avoid the need for employees to undertake any manual handling operations at work which involve a risk of injury.

The Trust expects employees:

- to safeguard their own health and safety whilst at work, and also that of any person who may be affected by their actions
- to follow safe systems of work as determined by the result of the risk assessments
- to use mechanical aids which have been provided for their use and which they have been trained to use. Faults with any equipment should be reported to line management immediately
- to ensure that they use equipment as per manufacturer's instructions
- to attend training sessions as required and apply the knowledge/skills to daily tasks
- to report all accidents and incidents which have either caused or could have caused harm or injury
- to report any difficulties, including 'near misses' they have experienced in order that the risk assessment can be reviewed to prevent injury occurring
- to inform line management if they are unable to perform manual handling duties
- to ensure that they do not try to perform a manual handling operation which they believe is beyond their physical capability
- to comply with policy regarding suitable clothing, such as footwear and jewellery, so as not to injure pupils or themselves when undertaking a manual handling task
- to avoid the need to lift, carry, push, pull, lower or support loads wherever possible
- to mechanise tasks where they cannot be avoided by the use of trolleys, barrows, lifts, or hoists
- to ensure risk assessments have been carried out, which take into account the work task, the activity involved, individual capacity, working environment and any other relevant factors.

### **(c) Machine maintenance**

The Trust operates the schools in accordance with the *Provision and Use of Work Equipment Regulations 1998* (PUWER). These regulations require that the work equipment in schools is:

- **suitable** for use, and for the purpose and conditions in which it is used;
- maintained in a safe condition for use so that people's health and safety is not at risk; and
- inspected in certain circumstances to ensure that it is, and continues to be, safe for use. Inspections are carried out by a competent person (this could be an employee if they have the necessary competence to perform the task) and a record kept until the next inspection.

The Trust ensures that risks created by the use of the equipment are eliminated where possible or controlled by:

- taking appropriate '**hardware**' measures, e.g., providing suitable guards, protection devices, markings and warning devices, system control devices (such as emergency stop buttons) and personal protective equipment; and
- takes appropriate '**software**' measures such as following safe systems of work (e.g. ensuring maintenance is only performed when equipment is shut down etc), and providing adequate information, instruction, and training.

#### **(d) Slips and Trips**

Slips and trips are the most common cause of injury at work – and the most reported injury to members of the public. They can lead to both minor and major injuries – and sometimes fatal accidents from head injuries following a fall from height, where the underlying cause was a slip or trip. Slips and trips occur across all education premises. Sites can be busy with large numbers of people moving around at the same time – often rushing. Slip and trip accidents in education premises happen for a number of reasons. They typically involve:

- members of staff or pupils/students running or carrying heavy or awkward items,
- wearing unsuitable footwear,
- poor lighting - particularly where there are uneven surfaces and changes of level
- contamination – both from wet surfaces – caused by water, and fluid spillages; and slippery surfaces - caused by contaminants e.g. food, litter etc.
- Obstructions – particularly bags and trailing cables

To prevent slip and trip incidents we will:

- Ensure suitable cleaning regimes are in place,
- Ensure appropriate footwear is worn, including slip resistant footwear for kitchen staff,
- Ensure there is appropriate lighting,
- Ensure there is appropriate storage space.

#### **(e) Work at Height**

The classroom and school environment can and should be a colourful place where students have the opportunity to display their work and share their achievements. This often means using ladders to create work displays. Before working at height staff are expected to do the following:

- Assess and mitigate the risks
- Avoid work at height, if possible
- Select the right type of equipment, and ensure that it has been maintained and regularly checked
- Ensure you can get to and from where you need to work at height.

### **2.6 Code of Conduct**

The Trust is concerned with ensuring the good health and safety of members of the school community both on an individual basis and as a whole school body. Appropriate and considerate school behaviour and conduct is an important part of health and safety.

### **2.7 Fire Safety and Evacuation**

Each academy carries out whole school fire drills once a term. There are emergency exits located and signposted around the academy, and emergency procedures posters detailing what to do in the event of a fire are posted around the academy site, and available on the academy website.

Escape routes and fire doors are checked daily to ensure that they are free from obstruction.

Fire risk assessments are carried out, recorded, and regularly reviewed for each building. Fire alarm safety checks are carried out regularly and recorded.

The emergency procedures should be followed in the event of an evacuation of the academy for any reason. In the event of a power cut, emergency exit lights will indicate where the emergency exits are. Emergency lights are tested along with the other fire maintenance checks.

## 2.8 Accidents and near misses

In the event of an accident or near miss taking place either at the academy, or off-site on an academy-organised activity, the member of staff will immediately report to whomever is in charge. A first aider should make an assessment of the injury as soon as possible.

Parents (or emergency contacts where the parent is not available) will be contacted as soon as possible in the event of serious injury or ill health of a pupil. **Medical treatment or the contacting of emergency services will not be delayed if the academy cannot contact a parent or guardian.** If a pupil needs to be taken to hospital, and a parent or guardian is not immediately available, a member of academy staff will accompany the pupil to hospital and wait for the parent to arrive.

Pupils will only be sent home if there is a parent or guardian available to be with them there. If they have suffered injury or are unwell, they will be kept in the school office/nurse's office until they can be collected.

Pupils will have individual medical plans if it is the case that there is allergy medication or other prescription medication that needs to be on-site for pupils to use regularly or in a case of emergency. Individual medical plans will be reviewed systematically to ensure that they suit the pupil's needs and remain effective. A record of any medication of this sort will be kept in the school office. Any medicine administered in school will be recorded.

The Trust has accident forms which must be completed and stored for all accidents, major and minor.

An investigation may be launched by external authorities in the case of accidents or incidents that fall under Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR). Accident reports will be reviewed, and witnesses may be interviewed. This may happen in cases including but not limited to:

- deaths
- 'Specified injuries' in respect of employees or pupils over-7-day injuries (where a member of staff is away from work or unable to perform their normal work duties for more than 7 consecutive days);
- 'Specified dangerous occurrences' (where something happens that does not result in an injury, but could have done)
- 'Occupational diseases'
- 'Injuries resulting in hospital visits for treatment in respect of pupils and employees who are injured out of or in connection with work activities'

Senior managers or the board of trustees may decide to conduct internal investigations into less serious incidents to ensure that policy and procedure are being used correctly and effectively, and that future incidents of a similar nature can be avoided.

Accident forms will be assessed on a regular basis in order to identify any trends and so that prompt action can be taken where necessary to avoid repeated incidents of a similar nature.



## 2.9 Building and site maintenance

The *headteacher* is responsible for ensuring that the academy premises are maintained so as to comply with health and safety laws and are easily accessible and reasonably safe for the whole academy community. Where required the following records and management plans will be kept, updated, and shared as necessary:

- Asbestos
- Reinforced Autoclaved Aerated Concrete (RAAC)
- Legionella
- Construction, Design and Management Health and Safety file
- LOLER records
- Machine / equipment testing and certificates
- Gas Safety certificates
- Electrical Safety certificates

## 2.10 Lone Workers

There will be some situations where staff at the academy will be working alone or one on one with a pupil. Examples of this would be a staff member locking up the academy at the end of the day, attending to an alarm call out of hours or one to one invigilation of exams. There is an increased risk to the health and safety of lone workers and the academy has provisions in place to both identify and manage these risks.

Any staff, pupils, contractors, or visitors who are identified as lone workers will be given all the necessary training, information, and instruction to enable them to recognize the hazards and appreciate the risks involved with working alone. Risk assessments will also be carried out.

As a minimum anyone working alone will adhere to the following:

- Staff must not arrange meetings with parents or members of the public when lone working. All meetings must be arranged during school occupancy times or when there is more than one informed member of staff on site for the duration of the meeting.
- Late meetings must finish promptly and not leave one member of staff alone on-site.
- Staff must not approach, or let into the buildings, unauthorised persons when lone working.
- Be familiar with the building, location of entrances and exits, location of first aid kits, telephones, alarm points etc.
- Carry identification
- On attending the site keyholders must be mindful of and protect themselves against the worst-case scenario, that is, an intruder who may still be on-site.
- Initial arrival should be to the front of the building's main entrance. If an intruder has not already left on hearing the alarm, your arrival may disturb them. Your main priority is your personal safety. If you disturb an intruder, attempt to withdraw to a safe point. Do not attempt to apprehend.

Staff are advised to:

- Avoid lone working wherever possible by arranging to work in pairs or as a group.
- Sign in and off the site.
- Carry either a mobile phone or school telephone at all times when lone working.

- Let someone know you are coming into work, how long you expect to be and when you are leaving.
- Comply with fire evacuation procedures and attend fire assembly points, ensuring that you are cleared to leave the site in the event of an incident.

### Unacceptable lone worker activities

The following activities are not to be carried out by lone workers under any circumstances:

- Working at height
- Manual handling of heavy or bulky items
- Transport of injured persons.

Where it is necessary to work alone or have a one-to-one lesson with a pupil staff should do the following:

- Inform someone about the activity, the location, the likely duration and let them know when it has ended. Assess the need to have another adult present or close by.
- Avoid working in isolated parts of the building and leave the door open if possible so you and the pupil can be seen.
- Where this is not possible then alternative safeguards should be put in place. This might include a location in which the staff member and pupil are visible through a window or door panel.

It is especially important to ensure that the pupil feels at ease at all times and that they do not misconstrue actions or intentions:

- Make sure the pupil is comfortable with the arrangement.
- Avoid unnecessary physical contact, e.g., sitting too close.
- Any incident of concern which arises during a one-to-one activity should be reported to a member of the senior leadership team immediately, along with a detailed written report including names, dates, and times etc.

Pupils must follow the following guidelines related to lone working in school:

- No pupil should work unsupervised in an outer building after 2.30pm (Secondary) and 3.30pm (Primary) and will be required to move into a designated area Library in the main building.
- All pupils unless supervised should vacate the site before 3.30pm
- Pupils who arrive before 7.30am are not supervised unless a school activity is taking place, i.e. rehearsals.

### **2.11 Violence in the workplace**

This can include verbal abuse or threats, face to face, online and on the telephone as well as physical attacks. The Trust is committed to ensuring the safety and welfare of its employees. It will identify any violence related issues by effective reporting of any such incidents. A risk assessment will be conducted and reviewed, and appropriate action will be taken if necessary.

### **2.12 Vehicle and pedestrian segregation**

Where possible vehicle movement e.g. car parking / deliveries, will be away from footpaths, crossings, gates, and doorways.

Traffic entering academy premises will be controlled and monitored to ensure that vehicle movement is, where possible, reduced and managed.

Where bus operators are required to collect / drop off children, the Trust will follow its selecting and managing contractor's policy. Specifically, the Trust will take reasonable steps to ensure that bus operators have the appropriate Operator's licence, are insured, MOT'd and drivers have been DBS checked.

Students, staff, and visitors are reminded to be extra vigilant when crossing roads near to the academy at the start of and at the end of the school day due to the large numbers of vehicles and pedestrians around at that time. In particular, students are reminded that distractions such as wearing headphones, texting or otherwise using a mobile phone should not be engaged in.

## **2.13 Emergency procedures**

In the case of an emergency situation, the academy will work closely with emergency services to do everything practicably possible to reduce the health and safety risk to those in the academy. In some cases, such as extreme weather, major power failure, or flooding, emergency situations cannot be avoided. In these circumstances the academy will carry out its emergency procedures which include:

- Raise the alarm,
- Evacuate,
- Identify a place of safety,
- Nominate competent, responsible people to take control,
- Have appropriate equipment / first aid supplies available,
- Communicate and regularly update key individuals.

There are a number of mechanisms in place to ensure that parents, staff, and pupils can be made aware of an emergency situation and remain informed. The school advises that in addition to the provision outlined below, parents and their children have their own individual arrangement planned for communicating in the case of an emergency. We ask that parents follow these emergency communication guidelines and do not call the academy during a school emergency, but wait to be contacted, as it is important that school telephone lines are kept free for use by the academy itself.

*It is important that parents inform the academy immediately of any changes in phone number or address as it is vital that these are accurate in the academy records in case of an emergency.*

How the academy communicates with pupils during an emergency

- Via staff
- Email
- Text message
- Mobile communication platform e.g. Edulink

How the academy communicates with parents/families/carers during an emergency

- Telephone call to home number of parent/s
- Telephone call to emergency contact
- Text message
- Email
- Mobile communication platform e.g. Gateway

## **2.14 Control of Substances Hazardous to Health**

There are areas in the academy where hazardous substances will be stored. The Trust has systems in place to ensure that hazardous substances are used correctly, and records are kept in order to prevent the misuse or accidental misuse of such substances. The precautions the Trust takes include:

- safe storage in locked cabinets, with a clear system explaining how and where chemicals are stored and who has responsibility for any keys to locked cabinets. Hazard data sheets and information on procedures for assessing substances hazardous to health are kept in the premises office. Hazard data sheets describe the hazards the chemical presents, and give information on handling, storage, and emergency measures in case of accident
- only staff that are trained to use these substances will have access to them. These staff will be trained in proper maintenance, storage, and use of these chemicals
- clear labelling of all chemical bottles. Any hazardous substances should be stored in the original containers wherever possible and not decanted into an unlabelled container. Where they are decanted, full COSHH details should be transferred to the new container
- clear record of chemicals ordered, who they are ordered to, and that they are ordered for
- safe disposing of chemicals
- appropriate PPE for use when handling hazardous substances
- strict 'off-limits' policy for pupils. Pupils will only be allowed to handle hazardous substances under the supervision of a member of staff (in science lessons, for example).

Substances that are for use in the science classrooms are under the responsibility of the science department manager. For more information on the control of these substances please see the supporting science department health and safety document, which can be found in the Science Lab Room.

All COSHH signage must conform to the requirements of the Health and Safety (Safety Signs and Signals) Regulations 1996 (as amended) relating to labelling and packaging of chemicals. Staff and pupils will be taught to recognise signs and any posters in use will display signs.

## **2.15 Occupational Health / Welfare**

The Board of Trustees takes the health and wellbeing of all its staff and pupils very seriously and acknowledges that in a busy and hard-working environment, managing work-related stress alone can be difficult.

We urge any staff member who is experiencing stress to talk to their manager or a member of the senior management team, and the academy will do everything that it can to support them.

We will talk to members of staff to listen to their concerns and opinions about stress in the workplace as well as checking sickness absence records, staff turnover data, exit interviews, incident reports etc. to identify any problem.

The Trust is committed to identifying vulnerable students and staff, developing school-based prevention programmes, and strengthening cooperation with mental health services, students, and parents.

A healthy school contributes to the prevention of suicide as it is aimed at teaching resilience, coping skills, social inclusion, and a safe school environment, which could function as protective factors for suicidal behaviour.

The Trust is committed to investing in mental health, providing better information and awareness, increasing social inclusion and cohesion, supporting teachers, and involving parents and mental health services. The Trust will address any instances of bullying and will adopt methods to reduce bullying in our academies.

## **2.16 Off-site visits**

School trips, off-site visits, residential visits, and any school-led adventure activities are carried out as part of an enriched curriculum and to support the learning and development of our pupils. Before any activity is allowed to take place the board of trustees will ensure that:

- the objective of the visit is clear
- the visit has been planned effectively, and risks have been assessed and are minimised as far as is reasonably practicable
- they are informed well in advance about less routine visits
- the headteacher or group leader has shown how the plans for the visit comply with regulations and guidelines and with the school's health and safety policy
- in the case of adventurous activities (e.g., water sports or climbing), the group leader and/or other supervisors are competent to lead or instruct pupils
- it assesses proposals for certain types of visits, e.g., those involving an overnight stay or overseas travel,
- a sufficient level of insurance is in place
- the headteacher or group leader reports back after the visit.

Off-site visits are carefully planned and detailed information obtained in relation to:

- responsibilities for off-site visits
- parental consent
- transport
- supervision
- emergencies
- adventure activities
- work experience placements
- work experience health and safety
- off-site risk assessments
- safeguarding

## **2.17 Selecting and managing contractors**

It is vital that any company or persons invited into the academy under a contractual agreement to work on maintenance or the building site operates under the highest level of health and safety possible and is aware of our policy and procedures.

It is the trustees' responsibility to select and oversee the management of contractors. When engaging a contractor, the following will be considered:

- all aspects of the work will be identified and set out in a job specification,
- qualifications and experience,
- references,
- insurances and certifications,
- memberships of professional trade bodies

- safety method statement

We will co-ordinate with any contractor and ensure that they have information about the site available to them including the asbestos management plan, evacuation procedures etc. For information on safeguarding pupils against visitors or contractors to the academy, please read our **school child protection and safeguarding policy**.

## **2.18 Food Safety and Hygiene including Allergens**

The Trust engages in a range of activities involving food; therefore, it has responsibility for ensuring that food hygiene standards are met. This includes:

- personal hygiene
- opening and closing checks
- clear and clean
- chilled storage
- separating foods
- training and supervision

A number of items of equipment used in school kitchen areas or food technology rooms pose potential risks to users. We will therefore ensure that appropriate information and training at the outset is provided.

In accordance with the Gas Safety (Installation and Use) Regulations 1998, gas appliances will be properly installed by someone registered with the Gas Safe Register. They will also be fully serviced by a Gas Safe registered engineer and will be sited where there is adequate ventilation. It is unlawful to use any gas appliance which is known, or suspected, to be unsafe.

Wherever food is prepared or served, safe and adequate cleaning routines need to be established to ensure compliance with health and safety requirements. Whether these duties are carried out by pupils, teachers, caretakers, canteen workers, lunchtime supervisors or cleaning staff, it is vital that all involved are aware of these routines and that they are followed at all times. For example:

- hands should be washed before and after cleaning routines, and consideration given to the wearing of protective gloves in certain circumstances (note that certain types of rubber gloves can cause anaphylactic shock where the user has an allergy or sensitivity)
- cross-contamination issues should be addressed, e.g. different cloths for different surfaces
- an appropriate slip hazard warning sign should be used when mopping floors
- tasks involving the carrying of trays, equipment, buckets etc should not incur any manual handling risks
- any corrosive or irritant cleaning substances, e.g. bleach, are subject to a Control of Substances Hazardous to Health (COSHH) assessment and appropriate measures taken to avoid harm.

The Trust takes all allergies seriously and it is important that **parents inform the academy immediately** of any allergies and medications that might be required in an emergency so that a separate risk assessment can be undertaken.

The Trust operates the academy in accordance with the Food Information (Amendment) (England) Regulations 2019 which require all food prepared on site and pre-packaged for direct sale to display the following clear information on its packaging:

- The food's name
- A full list of ingredients, emphasising any allergenic ingredients
- We are a meat, egg and nut free trust.

## **2.19 Site security and visitors**

School security is a vital component of good health and safety, and we want pupils and staff to feel safe in school. To ensure that our school is a secure environment we:

- Record details of all visitors entering and leaving the site,
- Have designated key holders
- Engage the services of an alarm monitoring company

## **2.20 Medicines**

Pupils at school with medical conditions are properly supported so that they have full access to education, including school trips and physical education. We will ensure that we consult health and social care professionals, pupils, and parents to ensure that the needs of children with medical conditions are properly understood and effectively supported. Please also refer to our separate policy on *Supporting pupils with medical conditions*.

## **SECTION 3 - HEALTH AND SAFETY POLICY REVIEW**

**There are several reasons to review the Health and Safety policy:**

- Significant organisational changes have taken place.
- There have been changes in key personnel.
- There have been changes in legislation and/or guidance.
- New work methods have been introduced.
- There have been alterations to working arrangements and/or processes.
- There have been changes following consultation with employees.
- The monitoring of risk assessments or accident/incident investigations indicates that the Health and Safety policy is no longer effective.
- Information from manufacturers has been received.
- Advice from an insurance company has been received.
- The findings of an external Health and Safety Audit has been received.
- Enforcement action has been taken by the HSE or Local Authority (LA).
- A sufficient period of time has elapsed since the previous review.

**The Board of Trustees will ensure that:**

- appropriate weight is given to reporting both preventive information (such as progress of training and maintenance programmes) and incident data (such as accident and sickness absence rates)
- periodic audits of the effectiveness of management structures and risk controls for health and safety are carried out
- the impact of changes such as the introduction of new procedures, work processes or products, or any major health and safety failure, is reported as soon as possible to the board
- there are procedures to implement new and changed legal requirements and to consider other external developments and events

- sickness absence and workplace health will be monitored effectively to identify any underlying problems that could damage performance or result in accidents and long-term illness
- premises manager appraisals include an assessment of their contribution to health and safety performance
- contractor performance is reported and reviewed
- supervisory and line management arrangements are assessed, clearly defined, and appropriately allocated – relevant individuals have the necessary skills and training.