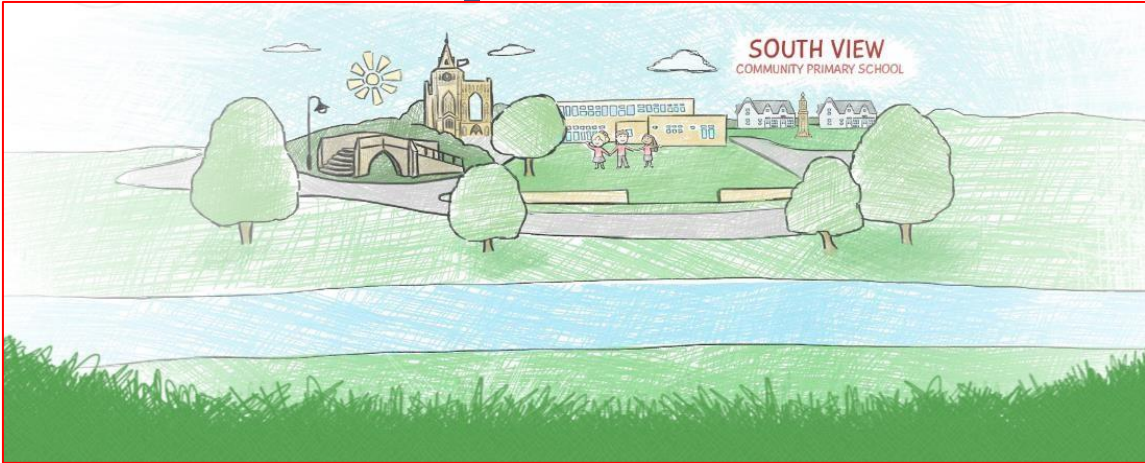




South View Community Primary School Health and Safety Policy

Last reviewed: March 2021
Reviewed by: Premises Committee/
FGB
Next review due: March 2022
Statutory
Based on County Council Model



HEALTH AND SAFETY POLICY FOR SOUTH VIEW COMMUNITY PRIMARY SCHOOL, CROWLAND

1. Statement of Health and Safety Policy and Intent

The Governing Body is committed to:

- **The provision of safe and healthy conditions for pupils, employees and visitors;**
- **Compliance with all relevant health and safety legislation;**
- **Seeking the co-operation of staff, pupils, parents and contractors to achieve these objectives in order to minimise injuries and work related ill health.**

The main hazards and risk control arrangements are detailed in Section 3.

It is impossible to list every hazard likely to be present at any time and therefore everyone must be continually vigilant to ensure that any new hazards are identified and appropriate arrangements implemented to control the risks.

If in doubt about anything to do with health and safety, stop and ask; where necessary specialist advice will be obtained.

This Health and Safety Policy will be reviewed annually and amended as necessary in the light of new developments and information gathered from monitoring.

2.0 Organisation and general responsibilities

2.1 Governing Body

Are responsible for ensuring that:

- A health and safety policy is prepared, implemented and reviewed to ensure it remains valid;
- Health and safety standards are monitored by direct involvement or by considering inspection reports;
- Actions are prioritised where resources are required;
- Health and safety is an agenda item at Governors' meetings;
- A Governor/s is given specific responsibility for health and safety;
- The Governor with specific health and safety responsibilities and the Head teacher receive health and safety management training and are competent to deal with the health and safety aspects of the work;
- Assistance is obtained from specialists when in any doubt about the health and safety standards to apply;
- The Director of Education and Cultural Services is informed of any situation of concern where appropriate health and safety standards cannot be implemented.

2.2 Head teacher

The Head teacher is responsible to the Governing Body for ensuring that:

- Hazards are identified and arrangements are made and implemented to control the significant risks and comply with the relevant health and safety legislation;
- The significant findings regarding the above are recorded in the Health and Safety Policy;
- The arrangements are monitored to ensure they are working;
- Employees are aware of what is expected of them and that they are capable of dealing with the health and safety requirements of their work;
- Any problems in implementing appropriate health and safety standards are reported to the Governing Body;
- Specialist help and assistance is obtained where necessary;
- The reports of health and safety monitoring are communicated to the Governing Body along with details of significant injuries to employees, pupils and visitors.

2.3 School Health and Safety Co-ordinator

Is responsible for assisting the Head Teacher with the above and specifically for:

- Liaising with employees and Health and Safety Advisors where appropriate to ensure that hazards are identified and appropriate risk control arrangements implemented;
- Monitoring the health and safety standards of the school on a day-to-day basis, reporting any problems that cannot be rectified to the Head Teacher.

2.4 All Employees

Are responsible for:

- Taking reasonable care for their own health and safety and that of other employees and visitors who are affected by their activities;
- Where appropriate, exercising effective supervision of pupils so as to minimise risks to their health and safety;
- Using any work equipment in accordance with the training and instructions provided;
- Co-operating as is necessary to implement the arrangements of this policy;
- Monitoring the health and safety standards of their own areas, ensuring the appropriate risk control measures are implemented;
- Reporting to the Head Teacher any health and safety matters they cannot, or do not feel competent to, deal with themselves and any shortcomings they see in the health and safety arrangements.

2.5 Pupils

Pupils are expected

- To exercise personal responsibility for their own health and safety and that of their classmates;
- To observe standards of dress and behaviour consistent with the safety of themselves and others;
- To observe the rules of the school and in particular the instructions of teachers.

2.6 Health and Safety Assistance

The Health and Safety Team is appointed to the competent person as required by the Management of Health and Safety at Work Regulations 1999 and is responsible for providing the health and safety assistance as and when requested. The team can be contacted on 01522 836714 or E-mail lzc@lincolnshire.gov.uk

3. Arrangements and Significant Findings of Risk Assessments

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3.1 General Hazards

A high standard of house keeping is expected to reduce the risk of accidents. Furniture and equipment shall be kept tidy and not allowed to pile up so as to cause a toppling hazard. Unwanted items are to be cleared out and not allowed to accumulate in such ways as to congest the working areas. Pupils' coats and bags are placed in their lockers and not to be left in walkways or areas where they create tripping and fire hazards.

Specific attention is to be given to avoid slipping and trailing hazards such as trailing cables, damaged floor coverings, slippery floor surfaces. Staff are expected to rectify these situations where possible or report them to the Headteacher/School office.

Steps, stools, stepladders and ladders are provided and must be used where necessary to reach above head height. Staff are to inspect these before use and report any defect to the Headteacher/School Office. Staff are not to use chairs, boxes or similar items and are not to climb up the face of cupboards or storage racks.

Filing cabinet drawers shall not be overloaded and employees must not open more than one drawer at once as this presents a toppling hazard. Desk and cabinet drawers are to be closed immediately after use and not left open.

Damaged or defective furniture and equipment is to be reported to the Headteacher/school office. Also sharp edges which may cause injury and/or damage to clothing must also be reported.

Pupils are reminded on a regular basis about the risk of fingers being trapped in doors. All doors are fitted with finger safe protectors on the hanging side of the door. The main public entrance door is automatic and warning signs are fitted

All radiator spindles must be fitted with a handwheel or cap to prevent penetration injuries.

Heaters with hot surfaces are fitted with guards to prevent injuries and hot water temperatures in pupils' areas are set so as not to exceed 43 degrees C to prevent scalding.

Running is not permitted within the school premises and care is necessary when using doors, particularly those without viewing panels. Doors must not be opened without regard for someone coming from the opposite direction.

Pupils are taught and reminded to walk up and down stairs on the left hand side and hold the handrail.

3.2 Vulnerable Glazing

All glazing is to regulations and is either toughened, laminated, or wired as need/position dictates

3.3 Electrical Equipment

Staff shall not attempt repairs nor make modifications to electrical equipment other than those normally associated with daily operations. Any defects or malfunctions must be reported.

The fixed electrical installations in the school are inspected and tested on a 5 yearly basis by electrical contractors as part of the repair and maintenance buyback and any maintenance to prevent danger is carried out.

Only electrical equipment provided by the school is to be used. Formal visual inspection/tests of portable electric equipment are carried out annually to identify any maintenance that is required to prevent danger.

Staff alerted to the dangers of defective wiring and equipment and are encouraged to visually inspect electrical equipment before use and to report any defects immediately.

It is essential that, where portable electrical equipment is used outdoors, a residual current device (RCD) is used to reduce the risk of serious electric shock.

All fixed wiring is covered by RCDs. Staff are to cease using any equipment which causes the RCD to trip, the item in question is to be quarantined until testing/rectification/repair or replacement takes place.

3.4 Working at Heights

Staff are reminded that falls from heights are the most common cause of fatal and serious accidents at work.

The need to reach things at heights should be eliminated wherever possible e.g. displaying pupils' work and storing things below head height, using window poles instead of climbing to open windows. Where this is not possible, proper access equipment must be used and the following rules followed:

Staff shall not use ladders or step-ladders if they are working alone in or around the school; if an incident occurs there is no one to call for assistance.

Before using a ladder or step-ladder, make sure it is the right equipment for the work. Scaffold towers or specialist access equipment may be required to reach the position and enable the work to be carried out safely. In these cases the equipment must be erected in accordance with the manufacturers' instructions by a person who is competent, having received sufficient instruction and training.

Ladders and Step Ladders – General Rules

- Check that equipment is in good condition; do not use ladders or step ladders with cracked, broken or splintered stiles / rungs / steps / hinges / cords / clips or other defects.
- Check the ladder is clear of overhead electrical cables.
- Set the ladder at the correct angle (1 out to every 4 up)
- Never climb higher than the fourth rung from the top to ensure adequate hand- hold.
- If using the ladder for access onto a flat roof or platform etc. make sure it extends at least 1.1m above the stepping off point so as to provide an adequate handhold, especially for coming down.
- Move ladders and step ladders so as to avoid the need to overreach.
- Secure the ladder at the top wherever, possible; this ensures the ladder cannot slip sideways or backwards and whilst doing this get someone to foot the base.
- If this is impracticable, see that it is firmly secured at the base or footed by a responsible person.
- Ladders less than 3m in length, where securing or footing is not practical, can be used unsecured or footed, providing they are set at the correct angle on a firm, level, non slippery surface.
- Ladders over 3m in length must be secured as above or footed.
- Make sure that extension ladders have enough overlap to prevent collapse.
- Stand the ladder or step-ladder on a firm base and not on loose material.
- Clean wet, icy or greasy rungs or steps before use; make sure footwear is in good condition and free from mud or grease on the soles before climbing.
- Carry light tools and equipment in pockets or a holster/tool bag slung from a strap over the shoulder; use a hoist line to raise larger items when at the working position.
- Step-ladders must be long enough to reach the work and provide a secure hand hold. Do not stand on the top step or platform on a step-ladder unless it is constructed with a secure handhold.
- Always spread step-ladders to their fullest extent for stability and check that retaining hinges/cords/clips are secure.
- Whenever possible place step-ladders at right angles to the work, i.e. with the front or back of steps facing the work. Pushing, pulling or reaching sideways whilst on step ladders should be

avoided because it is less stable; where this is unavoidable another person should support the steps to prevent them tipping.

3.5 Substances Hazardous to Health

Where possible all substances used in the school should be non-hazardous e.g. not labelled 'Toxic', 'Harmful', 'Corrosive' or 'Irritant'.

All substances must be properly labelled, stored, used and – when necessary – disposed of in accordance with the manufacturers' instructions. Staff should be aware of the requirement to assess the risks to health of any hazardous substances brought into the school to ensure the appropriate risk control measures are devised, implemented and where appropriate, recorded.

Some hazardous substances are unavoidable: the COSHH assessment for cleaning substances and legionella bacteria are given below. The control measures for the hazardous substances used in Science, Technology, Art (and Catering where applicable) are as recommended in the relevant section.

School Cleaning Substances

Liquid cleaners, disinfectants and bleach carrying the 'Irritant' and 'Harmful' warning labels are used for general purpose cleaning in the school.

These substances are necessary; substitutes without these hazards are considered not to be effective.

The following measures are used to control the risks to health from the use of these substances:

- The substances are kept secure at all times when not in use to prevent access by pupils and unauthorised persons.
- The substances are only to be used as directed by the manufacturers on the containers.
- Substances shall not be mixed together. This is particularly important with bleach, where toxic fumes can be generated if this is mixed with other substances.
- Skin contact with the substances straight from the containers or prolonged/repeated contact with diluted solutions can cause health problems e.g. redness of the skin, eczema or dermatitis. Contact with the skin is to be avoided by the wearing of protective gloves. These are to be inspected before use and replaced if damaged. At least one spare pair of gloves is kept in stock at all times.
- Accidental splashing on the skin or in the eyes needs to be washed immediately with plenty of water and further medical assistance if any problems persist. Any skin problems associated with the use of these substances shall be reported to the Head Teacher and, where appropriate, to a medical practitioner.
- If substances have to be transferred into smaller containers for use, they are marked with their contents, dilution ratios and appropriate hazard sign.

The above measures are considered necessary to comply with the COSHH Regulations and it is concluded that these will adequately control the risks to health presented by the use of these substances.

Legionella Bacteria

There is a small risk of legionella bacteria developing in the domestic water system. If droplets are inhaled, as when taking a shower, this could lead to legionnaire's disease, which can be serious for

vulnerable persons. A company specialising in water hygiene has been commissioned to annually test the system, and regular monthly monitoring takes place.

3.6 Fire Risk Assessment

A fire risk assessment has been carried out as required by the Regulatory Reform (Fire Safety) Order 2005 and the Management of Health and Safety at Work Regulations 1999. The significant findings of the fire risk assessment are attached to the back of this policy.

3.7 Manual Handling of Items and Loads

Manual handling operations are required to some extent in most of the school's activities and it is not reasonably practicable to avoid them. Most of these within the classroom do not generally involve significant risks and are within the capabilities of all staff. The measures detailed below are considered adequate to reduce the risks of injury to the lowest level reasonably practicable.

Staff shall not attempt to lift or move anything they consider too heavy or awkward for them. If help is not at hand the matter should be reported to the Head teacher.

When lifting boxes, parcels etc. the back must be kept straight as this puts strain on the back muscles and spine and may lead to injury.

Special care is to be exercised where pupils are involved with the moving of objects, e.g. moving gym equipment or pianos. Staff are required to assess these operations and only allow pupils to be involved where they will not struggle and to ensure that adequate precautions are taken to prevent injury.

The manual handling of any objects which present a significant risk of injury and which cannot be avoided, is only to take place following a risk assessment to determine the control measures to reduce the risks to an acceptable level.

The following operations have been assessed and, along with the manual handling training that has been provided, are considered to be adequate to reduce the risks to the lowest extent reasonably practicable.

Chair and Table Moving

Measures to reduce the risk of injury:-

- Using correct lifting techniques;
- Carrying no more than 3 chairs at a time;
- Using special trolley for moving stacks of chairs;
- Carrying no more than 1 table at a time (single tables);
- Obtaining assistance where the timescale involved could lead to over-exertion.

Miscellaneous Packages and Items

Measures to reduce the risk of injury:-

- Using correct lifting techniques;

- Using trolleys and barrows provided;
- Obtaining assistance where the weight/size of load is beyond individual capacity.

Furniture, Lockers, Display Boards etc

Measures to reduce the risk of injury:-

- Using correct lifting techniques;
- Using trolleys and barrows provided;
- Obtaining assistance in proportion to the weight/size and distances involved;
- Wearing protective equipment such as gloves and safety footwear.

3.8 Moving and Handling Assistance for Pupils with Special Needs

An assessment of the moving and handling needs of pupils with special needs will be carried out before the pupil starts at the school. Where necessary, advice and guidance will be obtained from parents, the Health Authority and Health and Safety Advisors. The assessment will identify the movement and plan appropriate for each pupil. The hierarchy of measures in these plans shall be as follows:

- Hazardous moving and handling operations shall be avoided, so far as is reasonably practicable, by the use of hoists/slings and, where appropriate, encouraging pupils to move themselves or by re-organising activities.
- Where the above is not reasonably practicable, training for staff in using the correct techniques, team lifts, the use of wheelchair ramps, transfer boards, handling belts, sliding sheets, turntables etc.
- The moving and handling plans will be recorded in the pupil's care plan.
- A PEP (Personal Evacuation Plan) will also be written and regularly reviewed
- The assessments shall be reviewed each term or when significant changes occur.

3.9 Display Screen Equipment (DSE)

Computer equipment is used extensively by staff in the school office and teachers. These members of staff have been designated as 'users' under The Health and Safety (Display Screen Equipment) Regulations 1992.

'Users' are provided with information and training about the risks to their health and how to minimise them.

Workstations used by the above 'users' have been assessed to ensure they satisfy minimum requirements and the risks are reduced to the lowest level reasonably practicable.

Frequent changes of activity occur; therefore no special breaks need to be planned into work routines to prevent the onset of fatigue.

'Users' are entitled to eye tests and any special spectacles required for display screen work. Initially 'users' are to request these through the Head teacher who will provide referral letters to take to an optician of their choice.

Work related upper limb disorders such as pain to the muscles, ligaments and nerves of the hand and arm can be brought about by repetitive movements associated with intensive keyboard or mouse operations. Properly arranged work stations and organisational systems will minimise the risks of these disorders. Staff should be aware of this type of injury and report any pain, discomfort, swelling or weakness experienced during or shortly after keyboard/mouse work.

3.10 Smoking at Work

Smoking is not permitted on the school premises. This is to prevent unwanted exposure to environmental tobacco smoke, which is a health hazard and to minimise the risk of fire. The use of electronic cigarettes is not permitted on the school premises.

3.11 Contractors' Activities

Construction and maintenance work involves major hazards, and particular care is necessary when these activities take place on the school site. Contractors have a duty to carry out their work in accordance with relevant statutory provisions. The school has a duty to ensure the health and safety of pupils, employees and visitors on the site and must exercise sufficient control to make sure that contractors discharge their duties. Only contractors who are on the County Council's approved list, or can show in some other way that they are competent to carry out their work in accordance with the relevant statutory provisions, will be selected for work on the premises. Before work commences, the Headteacher or delegated members of staff must ensure that arrangements to control the risks are implemented by the contractors to protect pupils, staff and visitors. The Headteacher or delegated members of staff shall then monitor the contractor's activities to ensure the arrangements are adequate. Any situation where the control measures are insufficient must be raised immediately with the contractors.

Contractors coming onto the site have to see and sign the asbestos register, which is kept in the school office.

The Construction (Design and Management) Regulations 2007 (CDM Regulations) will apply to larger projects, i.e. all demolition work irrespective of size, and construction work which involves more than 500 person days or takes longer than 30 days. In these cases the Headteacher or delegated member of staff is responsible for seeking specialist advice regarding what must be done to comply with these regulations.

3.12 First Aid Arrangements

Having staff trained in emergency first aid is considered to be appropriate for the risks and numbers of persons present. It is the policy of the school to train as many teachers, teaching assistants and midday meal supervisors as possible in emergency first aid so that there is always cover for the most likely times that injuries occur and for absences/school trips etc. This training is repeated every 3 years to maintain competence. First Aid boxes stocked with the recommended contents are located at appropriate points and Mrs J Strickland is responsible for checking the contents on a monthly basis and replacing any items used. All staff should familiarise themselves with the location of these so that, in the event of an injury or acute illness, these can be located quickly. In these cases an ambulance can be summoned from the telephone in the office.

Staff should administer first aid treatment in accordance with their training and always err on the side of caution by referring pupils for further medical attention as set out below or when in doubt. Information on trained first aiders is contained in Appendix 2.

First aid will be administered in the first aid room adjoining the library in the first instance, if the injury is more serious and it is deemed safe to move the patient further care will be given in the main first aid room in the administration block

Head Injuries

Head Injuries can easily be underrated. Any significant knock to the head which shows signs of swelling, grazing, crushing, or which changes the behaviour of the pupil, should be referred immediately for further medical attention. Slight knocks to pupils who have had previous head injuries could be serious and these should also be referred immediately for further medical attention. Parents are to be contacted immediately by phone call and text message where further medical attention is necessary and informed via the standard letter of any significant head bumps which show no signs or only slight reddening.

Other Injuries

Broken bones may sometimes not be obvious in children. Any injury which results in continued pain or changed mobility should be referred immediately for further medical attention.

Infection Control

Aids and Hepatitis B viruses are a risk to staff involved in the provision of first aid. The universal precautions for cleaning up body fluid spillages detailed in the Department of Health poster 'Guidance on infection control in schools and nurseries' should be followed to prevent the spread of infection. This poster is displayed in the Staffroom.

3.13 Pregnancy and Work

Staff who become pregnant shall inform the Headteacher so that an assessment can be carried out to ensure that any risks created by their work are identified and eliminated or controlled. Advice on pregnancy and work is given in the County Council leaflet PO/EL/12 and in the Department of Health poster 'Guidance on infection control in schools and nurseries' which is displayed in the Staffroom.

3.14 Young Persons working or on work experience in the school

If young persons come to the school to work, or are on work experience, special Regulations apply. A 'young person' is someone who has not attained the age of 18 and a 'child' is someone not over compulsory school age. Where such young people are involved, specific risk assessments need to be undertaken to identify any measures that are required to reduce the risks because of their immaturity, inexperience and lack of awareness. Where a 'child' is involved, the findings of the risk assessment and the protective/preventive measures to be taken must be communicated to the person having parental responsibility for the child.

All young persons will work directly under the supervision of an experienced member of staff who is responsible for ensuring the appropriate measures are taken to protect their health and safety. The activities that young persons are likely to be involved in are low risk. To ensure that persons having parental responsibility for a 'child' are aware of this, they shall be informed as described above; a copy of this shall be forwarded to them with the confirmation letter. The Health and Safety Policy and Fire Risk Assessment are forwarded to the young person, and we ask a parent to sign to indicate that the young person has read and understood these documents.

3.15 School Security

All visitors are required to report to the Reception desk on arrival.

Public access to the school is only via the signed main entrance to the school which has C.C.T.V. The main reception area is secure from the main building by magnetic locks. These can only be released in the reception side from behind the reception. Or by use of electronic release fobs which only staff have. Visitors visiting administration staff will be collected by the member of staff they are visiting. All visitors are required to check via the touch screen “inventory” system even if they are known to staff. Regular visitors, i.e., Staff, Governors, regular trainers, peripatetic teachers, etc., have pictures held on system, all visitors not already on the system or DBS/CRB cleared for this site are required to have their picture taken by the system this is an automated system and a badge will be printed for them to wear at all times whilst in school. This badge to be surrendered upon leaving the premises and visitors are required to check out at this time

Unknown persons on the school site not wearing a visitor’s badge are to be asked what they are doing and if they require assistance. In some cases it may not be appropriate for a lone member of staff to make this approach; in these cases the Head teacher is to be informed and, if necessary, the police called for assistance.

Additional CCTV cameras are located in the playgrounds, at the front, at the rear of the building and in the car park. As well as cameras positioned around the school building all cameras are recorded and all images stored for Three Months before being automatically deleted unless they are required by the police, or other outside authority with permission to access them.

Staff access to the school to be via the staff door directly from the car and cycle park. This access door is controlled by mag locks released by a key fob, staff then scan their staff card at the reader just inside the door, or alternatively go to main reception and use the touch screen check in.

Staff are required to check in and out of the building if they intend to leave the site even if this is for a short period in time. This is to maintain an accurate register of who is in the building at any given time in case of an emergency evacuation

All other doors are locked from the outside to prevent unauthorised access but these can be readily opened from the inside in case of emergency.

The car park is fenced from the areas occupied by pupils and the pedestrian gates are closed during school time.

3.16 Violence at Work

The school seeks to minimise staff vulnerability to violent disturbing behaviour, including threats, intimidation and verbal abuse as well as physical assault. This kind of behaviour will not be tolerated from pupils or parents and further action such as exclusion/banning/prosecution will be considered. The following steps should be followed:

- Staff who have any qualms about parental interviews should arrange for a colleague to be present;

- Staff should not become confrontational even if provoked; offer to arrange another meeting with senior colleagues and close the interview;
- Do not hold meetings with parents in isolated classrooms and have clear objectives and a set timescale;
- Do not make home visits alone;
- If verbally or physically abused, leave or call for assistance immediately;
- Staff should report any concerns and all incidents of verbal abuse, threats or actual assaults to the Headteacher. This will enable incidents to be monitored, investigated, and appropriate action taken.

A register is kept of those who have demonstrated violent tendencies in the past. Reference should be made to this register when arranging meetings with parents so that appropriate support can be organised.

- Staff who suffer violence at work will be sympathetically treated and a variety of support systems are available.

Further advice on violence at work is given in the leaflet PO/EL/18.

3.17 Educational Visits

Staff should note that pupils face far higher risks on school visits than they do in school. The hazards of all visits must be identified and appropriate risk control measures built into the arrangements. A summary of these must be recorded for all visits undertaken. A separate Educational Visits Policy has been produced and the DfEE document 'Health and Safety of Pupils on Educational Visits' is used as a guide for the risk control arrangements.

Farm visits pose a risk of infection and the precautions are detailed in the Department of Health poster 'Guidance on infection control in school and nurseries' and the DfEE memo on this subject must be followed. This poster is displayed in the Staffroom.

3.18 Medicines and Infection Control

It is the policy of the Governing Body that the administration of Medicines in school, by school employees, will only occur when children have a chronic illness.

Pupils who are unwell with an infectious disease should not be at school and should be kept away until they are better or no longer pose a risk of infection to others. The recommended periods of exclusion should be in accordance with the guidance set out in the Department of Health poster 'Guidance on infection control in schools and nurseries' This poster is displayed in the Staffroom.

3.19 Injury Reporting

Minor injuries to staff and pupils shall be recorded in the accident book by the person administering first aid.

The Head teacher is responsible for ensuring that the PO3 forms are completed for more serious injuries and for carrying out the statutory reporting procedures for ‘major’ and ‘over 3 day absence’ injuries as required by the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995.

A supply of PO3 forms is kept in the office for this purpose.

These forms must be used to notify the Health and Safety Executive (HSE) of any ‘major’ injuries to staff, pupils and visitors and any ‘over 3 day absence’ injuries to staff.

‘Major’ injuries to pupils and visitors are those which require them being taken directly to hospital. This only applies to injuries which arise in connection with work, either through a premises fault or through work organisation such as a lack of care, not those which arise from play or sport activities or which arise from health condition.

‘Major’ injuries to staff are basically any break of the large bones or any injury which requires hospitalisation for more than 24 hours.

All ‘major’ injuries must be notified to the HSE immediately by telephone 0115 971 2800, followed with a PO3 form within 10 days of the injury.

‘Over 7 day absence’ injuries to employees do not require telephone notification but the PO3 form must arrive at the HSE within 10 days of injury.

Some incidents which do not result in injury must be reported by telephone and PO3 form to the HSE. These are known as ‘Dangerous Occurrences’ and are only those which are specified by the Regulations. These are mainly large incidents in the construction and manufacturing sectors but some, such as a fire or electrical short circuit which disrupts activities for more than 24 hours will apply.

The Health and Safety Team (01522 836714) shall be contacted if in doubt about these reporting procedures.

3.20 Statutory Notices

The Head teacher is responsible for ensuring that a ‘Health and Safety Law’ poster is displayed in the offices where staff can read it.

3.21 Health and Safety Representatives and Consultation

Health and safety is a standing item on the agenda of all staff and full governors’ meetings at the school.

3.22 Staff Induction Procedures

The capabilities of all new members of staff with regard to their own health and safety and that of pupils in their care will be taken into account before employment starts. Adequate information and training will be given to ensure that they are aware of the school’s health and safety arrangements, particularly:-

- Evacuation procedures;
- First aid and injury reporting arrangements;
- Any other relevant emergency procedure.

3.23 Physical Education, Sport and Play Activities

Most injuries to pupils occur during these activities.

General rules for play times

A sufficient number of staff will be available to supervise play times and will be positioned where they can see all pupils.

Necessary measure must be taken to ensure the safety of pupils when playing in the sun.

Staff shall watch for and control over-enthusiastic behaviour. In particular, running and ball games shall only take place in the designated areas. Running and ball games are prohibited in the 'Quiet' areas.

The retrieval of balls from neighbouring gardens by climbing fences or entering without specific permission is prohibited.

Staff shall not carry hot drinks whilst on break time supervision duties.

Staff will do a visual check of any equipment being used, any equipment that appears to be unfit for purpose will be quarantined.

An annual inspection of fixed indoor P.E. equipment will be made by Specialists and a record kept. All play equipment is annually inspected by a specialist contractor.

General rules for sport and physical education

It is the policy of the school to follow the guidance in the document 'Safe Practice in Physical Education' published by the British Association of Advisers and lecturers in Physical Education (BAALPE) and the guidance from the national governing body for the activity concerned.

Only suitably qualified members of staff are to supervise physical education and particular attention should be paid to the following:

- A visual check made of all play areas in use for any given activity any issues arising should be reported to the school office and areas quarantined until remedial action is take to correct any issues arising.
- Physical activities should be quietly undertaken and there should be strict control, especially if competitive games are being played;
- Ensure pupils are involved in activities appropriate to developing their existing abilities;
- Staff shall position themselves where they can see all pupils;
- Appropriate clothing should be worn at all times. Loose and floppy clothing should be tucked in shorts; no baggy tops should be allowed;
- Long hair should be tied back;
- Watches, large rings and ring type earrings must be removed;
- Sports areas and pitches should be checked before activities start, to make sure there are no dangerous objects around the side of the hall or any of the outside areas being used;

- Ensure all equipment is safely set up before using;
- Check equipment for signs of wear/defect regularly;
- Limit the number of pupils using any one piece of apparatus;
- Set up apparatus with adequate spacing between each item;
- If pupils are involved in moving equipment, make sure this is done using the correct techniques with enough pupils to ensure that they do not have to struggle;
- Apparatus being used should be at least two metres away from any wall;
- Pupils must be supervised at all time in the hall;
- Make sure that equipment is put away safely.

3.24 Vehicles on the Premises

Vehicles manoeuvring around the premises, particularly reversing in restricted areas, are a major risk and can cause serious, even fatal injuries. Special care is necessary to ensure that pupils are kept away from the vehicles on the school premises. In particular:

- Pupils shall not be allowed on the playing field whilst grass mowing takes place;
- Pedestrians must use the separate entrance provided;
- Delivery and contractors' vehicles must be prevented from entering the premises at school starting and leaving times;
- The bus discharge and pick up point is in the front turning D buses should be allowed to finish manoeuvring and the engine switched off before any approach is made to the bus by staff or pupils.
- Children are to board the bus when told it is safe to do so
- Parents waving children off are to do so from inside the front wall of the school.
- On school residential trips all luggage is to be unloaded onto the tarmac area behind the front school wall, parents are to be asked to remain in this area until all unloading has taken place, children will then exit the coach to the tarmac area. Whilst this may take a few minutes longer it will ensure children are only released from staff care with a designated carer.

3.25 Science, Technology and Art

A separate health and safety policy has been produced for Science.

The advice and guidance in the following documents are practiced to control the risks:

CLEAPPS	L5p	Safe Use of Household and other Chemicals
	GLU	Glues and Adhesives

The Association for Science Education (ASE).

The National Association of Advisors and Inspectors in Design and Technology (NAAIDT)

DfEE – 'Safety in Practical Studies' and 'A Guide to Safe Practice in Art and Design'

In particular teachers shall ensure that:

- Round ended scissors to be used where possible.
- Only non-hazardous paints and glues are used.

- Pupils shall be shown how to use the simple hand tools available to them in the classroom safely and it must not be assumed that they have been taught this previously because they have used the tools before.
- Eye protection is used by pupils where materials or tools are likely to produce chips or splinters which fly off.
- Pupils do not use spray glue.
- Only low temperature glue guns are to be used by pupils.
- In cookery lessons the quantities of hot liquids are to be kept to a minimum and pans positioned so as not to be knocked over.

3.26 Pool cleaning systems and chemicals

Chemicals

Sodium Hypochlorite (cl) in solution 14/15% used as a steriliser. Daily and quantity as (cl) testing dictates, also as a weekly shock dose on Friday evenings to free combined (cl)

Sodium Bisulphate as dry granules used to lower the ph of water. As ph testing dictates

Cyanuric Acid used as a water balancer at the start of each seasons swim added 2 weeks before swimming commences to balance the additional water added at the start of season preparation.

Poly Diaclylmethyl Ammonium Chloride used as a water clarifier to remove cloudiness to water

All chemicals are added after the school day as required all COSHH data is available read and safe uses understood, and recommended users systems adhered to, all PPE provided and used

Maintenance

The pool contains 68 cu metre's approx 13000 gallons is tested twice daily morning pre School day to check temp cl and ph levels are within acceptable parameters, and evenings to add necessary chemicals as testing dictates, the testing is done using a Photo Spectrometer which is checked for correct calibration pre season. Further to in house testing the water is also tested by SHDC environmental officer as often as they require. Pool water CL levels are kept at around 3.2 ppm and ph/acid is kept at around 7.4 neutral The filter system is heavy chlorinated two weeks before swimming season commences flushed and backwashed to waste, the filter system is periodically backwashed and rinsed as the pressure in the system reaches 1.2 to 1.4 bar to return it a normal operating pressure of .8 bar.

Backwashing filters and vacuum waste can significantly lower the level of the water in the pool.

Backwashing should only take place after school hours. After backwashing or as water levels dictate the pool water is returned to its operating depth of 0.75m

Below water vacuum point to be turned off after each use and safety capped prior to all swim sessions.

The pool pump filter electrical system trips are checked for operation as is the NVR switch to the pump, the system was rewired and all trips switches and lighting upgraded to IP56 rating in 2009 the electrical system is further tested as part of our general electrical check

The common areas around the pool are washed daily and the pool is vacuumed as required

A daily record of all test results additions and actions are recorded and signed twice daily and all results are kept in the pool area

3.27 Working Alone

The school is to be unlocked at 7am and alarms set and locked up at 6.30pm

On special designated times i.e.; stage productions, parents evenings, staff training and use by the community, these times can be varied but only with the consent of the Headteacher and arrangements put in place for safely securing the building afterwards.

Some activities involve special risks and shall not be carried out whilst alone on the premises. If an accident occurs, there will be no one to help or summon assistance. These will include those listed below. These require specific risk control measures which are not detailed here.

- Working at heights of more than 2 metres (from floor to feet position).
- Moving and handling tasks where assistance is required to minimise the risk of injury.
- Work in roof spaces.
- Meetings with people who have a record of violent behaviour or meetings where conflict or disagreement is anticipated.

Working alone on the premises should be avoided where possible but where this is unavoidable the doors should be secured to prevent intruders. (Doors which provide emergency escape can be readily opened from the inside). A telephone must be readily available. In addition everyone who works alone on the premises must make sure that someone knows where they are and what time they will be finished. These persons should be instructed to make contact if the person working is overdue and raise the alarm if there is no reply.

3.28 Working Time

The school recognises that when people work too many hours, their health can be affected and the risk of mistakes/accidents is increased. Compliance with the requirements of the Working Time Regulations 1998 is seen as the way to minimise these risks. Normal school arrangements usually ensure that staff receive the in-work/daily/weekly breaks and annual leave entitlements specified in the Regulations. Some members of staff, during term time, work many hours more than the normal school week, both at the school and at home. When averaged over the reference period of 17 weeks, which will take account of school closures, the limit of 48 hours per week set by the Regulations is unlikely to be exceeded. Any member of staff whose workload dictates that they are required excessive hours should raise this with the Head teacher, who will carry out stress risk assessment and time management plan.

3.29 Boiler House Safety

The Boiler House shall be kept clear of all flammable items to reduce fire hazards and clear of obstructive material to prevent trip hazards and ensure access to boiler controls. Boiler house shall be kept clean, tidy and empty.

Access to the boiler house is from a door outside the main building

1) Fire Hazards identified in the premises

A) Combustible material and flammable liquids/gas hazards

Pupils' coats and outdoor clothing, books, papers, cardboard/paper displays, carpets in some rooms, soft toys, soft balls/footballs, bean bags, plastic covered foam filled gymnasium mats, dressing up clothes, foam filled chairs (Staffroom only), waste paper/packaging, tea towels, Christmas decorations during Dec/Jan.

B) Source of ignition hazards

Fixed and portable electrical equipment, Gas-fired boiler for the hot water radiator central heating system.

2) Risk assessment and control measures

A) Preventing a fire starting

The main control measure to prevent fires starting in the school is to ensure that combustible materials do not accumulate around the electrical equipment, that staff are aware of this and routine monitoring is carried out by the Head teacher. A high proportion of the combustibles are kept in storerooms, items being stacked carefully to prevent any likelihood of contact with the lights.

Waste bins are emptied into plastic sacks at the end of each day, the sacks are placed in bins located clear of the buildings. Any large amounts of waste packing materials are removed to bins immediately.

Smoking is not allowed on the school premises.

The boiler is located in a separate room with access from outside of the main building only

The fixed and portable electrical equipment is inspected/tested at the recommended frequencies and maintained where necessary to prevent danger.

The only cooking appliances are a microwave cooker, instant boiling water tap and toaster in the staffroom
Cooking appliances in the food room a "Hotpoint" cooker with ceramic top

A meeting is held with contractors before any maintenance work is carried out at the school. The measures necessary to safeguard pupils and staff are agreed, along with fire prevention measures where blowlamps, pitch boilers or other heat producing equipment is to be used.

B) Limiting the injury and damage if a fire starts

(i) General

No one is particularly at risk from fire. Combustible materials are kept to a minimum to limit the size of any fire that starts.

(ii) Fire detection and warning

During the normal school day, staff are in and around all parts of the building every few minutes and a fire developing would be noticed quickly. A breakglass operated, electrical fire alarm is fitted with alarm points at each exit door. The sounders can be heard throughout the school.

(iii) Means of escape (A plan will be attached but not possible to send by E-mail)

Exit doors fitted with 'push bar to open' devices provide escape routes from the hall. There are two reception and two year 1 and 2 classrooms these all have direct access doors to the playground.

The two year three classrooms the Learning Mentors room and Staff room on the lower floor all exit to the lower corridor and dependant upon conditions can exit to the rear playground using either or both access doors located to the base of the stairs.

All entrance doors in normal use are secured with keyed operation externally and thumb screws all of these doors open into a site secured space so are unlocked for the entire period of a normal school day. Year 4,5,6 classrooms are on the first floor all exit onto the upper corridor and dependant upon conditions can exit to the stairs to the left and the right these staircases have final exit doors leading to the rear playground

Emergency lights are positioned in the corridors and all exit doors are signed with the 'Fire Exit' notices incorporating 'Pictograms'.

(iv) Fire Fighting Equipment

The entire building has a sprinkler system with sprinkler heads to all spaces
The staff room has a fire blanket and a 6 litre foam spray extinguisher.
All classrooms have a 6 litre foam spray extinguishers
The library has two 6 litre foam spray extinguishers
The reception has a 6 litre foam spray extinguisher
The food room has a 6 litre foam spray extinguisher and a fire blanket

(v) Planning for an emergency

Procedures to follow in the event of a fire are displayed on notices around the school. Staff, and volunteers are instructed about these on their induction and the procedures are tested by carrying out a fire drill once every term. Special procedures for evacuating disabled pupils have been devised and are practised on fire drills on a case-by-case basis.

(vi) Maintenance and testing of fire equipment

The following is carried out by the Caretaker and records kept

- The fire alarm is tested weekly from a different point
- Sprinkler system is tested weekly
- Self closers on fire doors are checked weekly to ensure they fully close automatically;
- Fire extinguishers are checked visually on a weekly basis to ensure they are present and unused;
- The emergency lights are tested in accordance with BS 5266 (checked monthly that lights illuminate when the power switched off, every 6 months this repeated but lights left on for at least 1 hour, every 12 months this repeated but lights left on for at least 3 hours).

Fire extinguishers are serviced annually and the fire alarm is and sprinkler system serviced by specialists on a contract basis.

3) Assessment conclusion and any risk reduction measures necessary

The above measures are adequate to control the risks from fire. This conclusion is confirmed by satisfactory reports in the past from Fire Brigade inspections.

Fire and Evacuation Procedures

Please take time to familiarise yourself with the '**Fire Exits**' and nearest alarm points which are placed around the school. Please familiarise yourself with these exits and explore alternative routes to use in the event of any exits being blocked.

On discovering a fire, an employee should activate the alarm at the nearest alarm point. The Fire Service will be contacted by office staff on the instruction of Mrs J Tomlins - Headteacher, Mrs C Henderson - Deputy Headteacher or person in charge if they are both off site.

On hearing the fire alarm the class teacher will prepare the children and any classroom helpers for evacuation immediately. The teacher will lead the children out, a TA will be last to leave and will close the door. If there is no TA then the teacher should ensure that the door is closed. The children/adults should be led through the designated exit, in a calm and orderly manner, to the designated collection point as follows:

Whole school to assemble at far end of the KS2 playground and line up in classes at fire assembly points which are numbered for each class.

The security gates around the school have combination locks which all members of staff know the codes of. This will allow KS1 staff to open the gate to the field. A member of the office staff will ensure that all adults are accounted for. Class teachers will register their own classes.

You must not:-

- Collect coats/bags/any other items.
- Tidy anything away.

Any child, who at the time of the evacuation is unable to keep pace with the other children, should be evacuated on a 1:1 basis if possible and always with additional assistance.

ALL DOORS MUST BE CLOSED ON LEAVING THE BUILDING

(A person directed by the Headteacher will be waiting outside the front entrance for the Fire Service, with keys to the building in case the automatic doors do not open.)

Staff will do a 'sweep' of the buildings to ensure that everyone has vacated - if it is safe to do so.

- Mrs Hunter[?] - Library, hall and KS1.
- Mrs J Munton - KS2 areas downstairs, including staffroom.
- Headteacher/person in charge - KS2 upstairs.

The registers will be taken outside by Mrs Hunter[?]. When everyone has assembled, the register is to be called. If there are any visitors/parents/helpers in school at the time of the evacuation, office staff will use mobile Inventory register to account for them.

In the event of any of the designated exit routes being blocked by fire or other source of danger then the class teachers should use the best possible route available to them.

The sole responsibility of teachers, classroom assistants and volunteer helpers is to escort pupils to the assembly points, closing fire doors behind them as they leave the building. The safety of children will always be the first priority.

No one may return to the building until given permission by the Headteacher/Person in Charge if it is a practice, or the Fire Service in the event of a real fire.

Evacuation Procedure at Lunch Time

Procedure is exactly the same as for all other times, with the exception of the following:

- Lunch staff to assist children to evacuate the building
- Class teachers must take responsibility for their classes, taking the register and reporting any absences. If the class teacher is not on site, a midday supervisor (directed by the Headteacher) will take the register. Please note that registers may be in class after 12.50 pm.
- Lunchtime controller will ensure that all MSAs are aware of any codes for padlocked gates.
- Staff will use inventory system if they go off site during lunchtime.

Appendix 2 – Information on trained First aiders

PAEDIATRIC FIRST AID

NAME	COURSE DATE	VALID UNTIL
Bryan, Lisa	03.09.2020	02.09.2023
Coley, Jessica	03.09.2020	02.09.2023
Harrison, Stacey	03.09.2020	02.09.2023
Hassan, Alison	03.09.2020	02.09.2023
Jacklin, Ryan	10.09.2023	09.09.2023
Mason, Bethany	03.09.2020	02.09.2023
McKenna, Tess	10.09.2023	09.09.2023
Salerno, Christiana	03.09.2020	02.09.2023
Stanojevic, Zoe	03.09.2020	02.09.2023
Thompson, Zoe	03.09.2020	02.09.2023

EMERGENCY FIRST AID AT WORK LEVEL 3

NAME	COURSE DATE	VALID UNTIL
Bradley, Michelle	08.04.2019	07.04.2022
Cawthorn, Janet	12.03.2019	11.03.2022
Chambers, Nicola	08.04.2019	07.04.2022
Davis, Sharon	12.03.2019	11.03.2022
Edwards, Vanessa	12.03.2019	11.03.2022
Fox, Rachael	03.09.2020	02.09.2023
Garrod, Janice	12.03.2019	11.03.2022
Gilbert, Jackie	12.03.2019	11.03.2022
Hart, Rebecca	08.04.2019	07.04.2022
Lucas, Anita	03.09.2020	02.09.2023
Neave, Miriam	03.09.2020	02.09.2023

Perna, Jemma	03.09.2020	02.09.2023
Seaton, Emily	03.09.2020	02.09.2023

**FIRST AID ANNUAL REFRESHER
COURSE**

NAME	DATE OF COURSE
Atkinson, Lindsay	Apr-20
Davis, Sharon	Apr-20
D'Souza, Pipsa	Apr-20
Gratton, Ali	Apr-20
Hart, Rebecca	Apr-20
Hassan, Alison	Apr-20
Hill, Joy	Apr-20
Johnson, Sara	Apr-20
Ling, Kaj	Apr-20
Newton, Susan	Apr-20
Nizzer, Kate	Apr-20
Sharpe, Jennie	Apr-20