

Knebworth

Primary & Nursery School



Health and Safety

Date reviewed:

September 2018

Date of next review:

September 2019

Responsibility:

Full Governing Body

Classification:

Public

Contents

Arrangements for policy review	1
Further Information.....	1
Part 1: Statement of Intent	1
Part 2: Organisation	2
Responsibilities of the Governing Body	2
Responsibilities of the Head Teacher	2
Responsibilities of employees	3
Part 3: Arrangements	4
Appendix 1: Risk Assessments	5
General Risk Assessments.....	5
Individual Risk Assessments.....	5
Curriculum Activities	5
Primary schools.....	6
Appendix 2: Offsite Visits	6
Appendix 3: Health and Safety Monitoring and Inspection	6
Appendix 4: Fire Evacuation and other Emergency Arrangements	7
Emergency Procedures	7
Fire Drills	7
Fire Fighting.....	7
Details of service isolation points (i.e. gas, water, electricity).....	7
Details of chemicals and flammable substances on site.	7
Appendix 5: Inspection/Maintenance of Emergency Equipment	8
Fire Alarm System	8
Fire Fighting Equipment.....	8
Emergency Lighting Systems	8
Means of Escape	8
Appendix 6: First Aid and Medication	9
Administration of Medicines	10
Individual Health Care Plans	10
Appendix 7: Accident Reporting Procedures	11
Accidents to employees	11
Reporting to the Health and Safety Executive (HSE).....	11
Appendix 8: Health and Safety Information and Training	12
Consultation.....	12
Communication of Information	12
Health and Safety Training	12
Appendix 9: Personal Safety/Lone Working	13
Lone working	13
School staff responding to call outs	13

Appendix 10: Premises and Work Equipment	14
Planned Maintenance/inspection	14
Curriculum Areas	14
Electrical Safety	14
External play equipment	14
Appendix 11: Flammable and Hazardous Substances.....	15
Appendix 12: Asbestos.....	16
Appendix 13: Contractors.....	17
School Managed Projects	17
Appendix 14: Work at Height.....	17
Appendix 15: Lifting and Handling.....	18
Paediatric Moving and Handling	18
Appendix 16: Display Screen Equipment (DSE)	19
Appendix 17: Vehicles on Site.....	19
Appendix 18: Lettings/Shared use of Premises.....	19
Appendix 19: Minibuses	19
Appendix 20: Stress/Wellbeing	19
Appendix 21: Legionella	19
Appendix 22 - School Swimming.....	20

Arrangements for policy review

- The Governors of Knebworth School are kept informed of the County Council's advice and guidance on health and safety matters.
- Health and Safety is a regular item on the agenda of either a full meeting of the governing/senior management body or the Resources Committee.
- The school review the Health and Safety policy annually. (Legislation requires this is carried out at least every 2 years)
- The policy is communicated to all staff (teaching and support staff) and is linked to the induction of all new staff.

Further Information

For further information and guidance contact: the Health and Safety Team
(Tel: 01992 556478)

DfE advice on legal duties – Annex A contains key elements of a H&S policy.

Part 1: Statement of Intent

The Governing Body of Knebworth will strive to achieve the highest standards of health, safety and welfare consistent with their responsibilities under the Health and Safety at Work etc. Act 1974 and other statutory and common law duties.

This statement sets out how these duties will be conducted and includes a description of the school's organisation and arrangements for dealing with different areas of risk. Details of how these areas of risk will be addressed are given in the arrangements section.

This policy will be brought to the attention of, and/or issued to, all members of staff (a reference copy is kept on the shared drive).

This policy statement and the accompanying organisation and arrangements will be reviewed on an annual basis.

This policy statement supplements:

Hertfordshire County Council's (HCC) Health and Safety Policy.

Educational Visits, Medical Conditions and Managing Medicines, Behaviour, Physical intervention Policy etc.

Part 2: Organisation

As the employer, the LA has overall responsibility for Health and Safety in Community and Voluntary Controlled Schools.

At a school level, duties and responsibilities have been assigned to staff and governors as detailed below.

Responsibilities of the Governing Body

The Governing Body are responsible for ensuring health and safety management systems are in place and effective. They fulfil a strategic role in health and safety and are not expected to be involved in day to day management of the school.

As a minimum these systems should adhere to the LA's health and safety policy, procedures and standards as detailed in the [Education Health and Safety Manual](#).

A Health & Safety Governor has been appointed to receive relevant information, monitor the implementation of policies and procedures and to feedback health and safety issues and identified actions to the Governing Body.

The school has a health and safety governor.

The Governing body will receive regular reports from the Head Teacher or other nominated member of staff in order to enable them to provide and prioritise resources for health and safety issues.

Where required the Governing body will seek specialist advice on health and safety which the establishment may not feel competent to deal with.

HCC's Health and Safety Team, Tel: 01992 556478
healthandsafety@hertfordshire.gov.uk provide competent health and safety advice for Community, Community Special and VC schools.

Responsibilities of the Head Teacher

Overall responsibility for the day to day management of health and safety in accordance with the LA's health and safety policy and procedures rests with the Head Teacher.

The Head Teacher has responsibility for:

- Co-operating with the LA and Governing Body to enable health and safety policy and procedures to be implemented and complied with.
- Communicating the policy and other appropriate health and safety information to all relevant people including contractors.
- Ensuring effective arrangements are in place to pro-actively manage health and safety by conducting and reviewing inspections and risk assessments and implementing required actions.
- Reporting to the Governing body on health and safety performance and any safety concerns/ issues which may need to be addressed by the allocation of funds.
- Ensuring that the premises, plant and equipment are maintained in a safe and serviceable condition.

- Reporting to HCC any significant risks which cannot be rectified within the establishment's budget.
- Ensuring all staff are competent to carry out their roles and are provided with adequate information, instruction and training.
- Ensuring consultation arrangements are in place for staff and their trade union representatives (where appointed) and recognising the right of trade unions in the workplace to require a health and safety committee to be set up.
- Monitoring purchasing and contracting procedures to ensure health and safety is included in specifications and contract conditions.

Whilst overall responsibility for health and safety cannot be delegated, the Head Teacher may choose to delegate certain tasks to other members of staff.

ALL STAFF are responsible for the following:

- Apply the school's health and safety policy to their own department or area of work.
- Ensure staff under their control are aware of and follow relevant published health and safety guidance (from sources such as CLEAPSS, AfPE etc.)
- Ensure health and safety risk assessments are undertaken for the activities for which they are responsible and that identified control measures are implemented.
- Ensure that appropriate safe working procedures are brought to the attention of all staff under their control.
- Take appropriate action on health, safety and welfare issues referred to them, informing the Health & Safety Manager of any problems they are unable to resolve within the resources available to them.
- Carry out regular inspections of their areas of responsibility and report/record these inspections.
- Ensure the provision of sufficient information, instruction, training and supervision to enable staff and pupils to avoid hazards and contribute positively to their own health and safety.
- Ensure that all accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated.

Responsibilities of employees

Under the Health and Safety at work Act etc. 1974 all employees have general health and safety responsibilities. All employees are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions.

All employees have responsibility to:

- Take reasonable care for the health and safety of themselves and others in undertaking their work.

- Comply with the school's health and safety policy and procedures at all times.
- Report all accidents and incidents in line with the reporting procedure.
- Co-operate with school management on all matters relating to health and safety.
- Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare.
- Report all defects in condition of premises or equipment and any health and safety concerns immediately to their line manager.
- Ensure that they only use equipment or machinery that they are competent / have been trained to use.
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons.

The Out of School club on site is open daily, mornings and afternoons.

The day to day management of health and safety within the Centre is the responsibility of the Centre Manager, Cathy Byron Grange.

Where the centre has alternative procedures in place (e.g. for risk assessment, first aid provision etc.) the Centre Manager will develop his/her own local health and safety arrangements to supplement those of the school.

Part 3: Arrangements

Detailed information on the LA's expectations are provided in the [Education Health and Safety Manual](#).

The following list of arrangements covers the key elements of a Health and Safety policy. Please add any others that you feel should be part of this document and/or delete those that do not apply to you. Also refer to the County and Education Health and Safety Manuals which cover many other risk areas, codes of practice and guidance notes.

- Appendix 1 Risk Assessments
- Appendix 2 Offsite visits
- Appendix 3 Health and Safety Monitoring and Inspections
- Appendix 4 Fire Evacuation and other Emergency Arrangements
- Appendix 5 Fire Prevention, Testing of Equipment
- Appendix 6 First Aid and Medication
- Appendix 7 Accident Reporting Procedures
- Appendix 8 Health and Safety Information and Training
- Appendix 9 Personal safety / lone working
- Appendix 10 Premises Work Equipment
- Appendix 11 Flammable and Hazardous Substances
- Appendix 12 Moving and Handling

- Appendix 13 Asbestos
- Appendix 14 Contractors
- Appendix 15 Work at Height
- Appendix 16 Display Screen Equipment
- Appendix 17 Vehicles
- Appendix 18 Lettings
- Appendix 19 Minibuses
- Appendix 20 Stress
- Appendix 21 Legionella

Appendix 1: Risk Assessments

General Risk Assessments

The school conducts and documents risk assessments for all activities presenting a significant risk. These are co-ordinated by the Health and Safety Manager following guidance contained in the [Education Health and Safety Manual](#) and are approved by the Head Teacher.

Risk assessments are available for all staff to view and are held centrally in Staff Resources on the school network and in hard copy in the Health & Safety Managers office. These assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest. Staff will be made aware of any changes to risk assessments relating to their work.

Individual Risk Assessments

Specific assessments relating to staff member(s) or pupil(s) are held on that individual's file and will be undertaken by their line manager or the Health & Safety Manager.

Such risk assessments will be reviewed on a regular basis.

It is the responsibility of all staff to inform their line manager of any medical conditions (including pregnancy) which may impact upon their work.

Curriculum Activities

Risk assessments for curriculum activities will be carried out by relevant teaching staff or subject co-ordinators using the relevant codes of practice and model risk assessments detailed below.

Whenever a new course is adopted or developed all activities are checked against these and significant findings incorporated into texts in daily use, i.e. scheme of work, lesson plan, syllabus etc.

All LA schools have a subscription to CLEAPSS and their publications¹ are used as sources of model risk assessment within science and DT.

¹ CLEAPSS www.cleapss.org.uk

In addition the following publications are used within the school as sources of model risk assessments:

Primary schools

- [Be Safe! Health and Safety in primary science and technology, 4th Edition ASE] ISBN ISBN 978-0-86357-426-9]
- National Society for Education in Art & Design (NSEAD)
<http://www.nsead.org/hsg/index.aspx>
- Safe Practice in Physical Education and School Sport' Association of PE 'afPE' <http://www.afpe.org.uk/>

Appendix 2: Offsite Visits

The LA has adopted the Outdoor Education Advisory Panel's national guidance for learning outside the classroom and offsite visits and all offsite visits will be planned following this guidance which is available at <http://www.hertsdirect.org/services/edlearn/schlfe/outside/offsitevisits/>

The LA's Offsite Visits Adviser must be notified of all level 3 trips, which include self-led adventurous activities, fieldwork trips to open or "wild" country, and all trips overseas. This will be done via the use of Evolve, the online notification and approvals system. Evolve will be used for the planning and approval of **all** offsite visits. Relevant risk assessments, participants names etc. will be attached electronically as required.

The member of staff planning the trip will submit all relevant paperwork and risk assessments relating to the trip to the school's Educational Visits Co-ordinator who will check the documentation and planning of the trip and if acceptable initially approve the visit before referring to the Head Teacher.

Appendix 3: Health and Safety Monitoring and Inspection

A general inspection of the site will be conducted 6 monthly and be undertaken / co-ordinated the Premises Governor.

Monitoring inspections of individual departments will be carried out by Heads of Department or nominated staff.

In both cases the person(s) undertaking inspection will complete a report in writing and submit this to the Head Teacher. Responsibility for following up items detailed in the safety inspection report will rest with the Premises Governor.

A governor will be involved / undertake an audit of the school's health and safety management systems on an annual basis and report back to both the relevant sub-committee and full governing body meetings.

Advice and pro forma inspection checklists can be found in the [Education Health and Safety Manual](#).

Inspections will be conducted jointly with the establishment's health and safety representative(s) if possible.

Appendix 4: Fire Evacuation and other Emergency Arrangements

The Head Teacher is responsible for ensuring the school's fire risk assessment is undertaken and implemented following guidance contained in the Education Health and Safety Manual. The fire risk assessment is located in the school's fire log book which is kept in the Health & Safety Manager's office and will be reviewed on an annual basis.

Emergency Procedures

Fire and emergency evacuation procedures are detailed in the Staff Induction handbook and a summary posted in each classroom. These procedures will be reviewed at least annually and are made available to all staff as part of the school's induction process.

Evacuation procedures are also made available to all contractors/visitors.

Emergency exits, fire alarm call points, assembly points etc. are clearly identified by safety signs and notices.

Emergency contact and key holder details are maintained by the Health & Safety Manager and School Office and updated to the LA via Solero.

Fire Drills

Fire drills will be undertaken termly and results recorded in the fire log book.

Fire Fighting

- Staff must ensure the alarm is raised BEFORE attempting to tackle a fire.
- The safe evacuation of persons is an absolute priority. Staff may only attempt to deal with small fires, **if it is safe to do so without putting themselves at risk**, using portable firefighting equipment.
- Staff are made aware of the type and location of portable fire fighting equipment and receive basic instruction in its correct use at induction.

Details of service isolation points (i.e. gas, water, electricity)

Water: Manhole outside the main gate

Gas: In the boiler house, kitchen and After School Club; there is also a gas shut-off valve situated in the cupboard adjacent to the Head's office

Electricity: Year 6 and Year 2 corridor.

Details of chemicals and flammable substances on site.

An inventory of these will be kept by the Site Manager.

Appendix 5: Inspection/Maintenance of Emergency Equipment

The Site Manager is responsible for ensuring that the school's fire log is kept up to date and that the following inspection / maintenance is undertaken and recorded in the fire log book located in the Health & Safety Manager's office.

Fire Alarm System

Fire alarm call points will be tested weekly in rotation. This test will occur on Tuesday mornings.

Any defects on the system will be reported immediately to the alarm contractor / electrical engineer, Clymac.

A fire alarm maintenance contract is in place with Clymac and the system tested annually by them.

Fire Fighting Equipment

Weekly in-house checks that all firefighting equipment remains available for use and operational.

Chubb undertakes an annual maintenance service of all firefighting equipment.

Defective equipment or extinguishers that need recharging should be taken out of service and reported direct to Chubb, 0800 32 1666

Emergency Lighting Systems

These systems will be checked for operation monthly in house and annually a full discharge test and certification of the system is undertaken.

Means of Escape

Daily checks for any obstructions on exit routes and ensures all final exit doors are operational and available for use.

Appendix 6: First Aid and Medication

The school has assessed the need for first aid provision and identified the following staff to provide first aid (both on site and where required for trips/visits and extra-curricular activities)

TRAINED TO FIRST AID AT WORK LEVEL (18 hr): 1 member of staff

TRAINED TO EMERGENCY AID LEVEL (3 hr):

The majority of staff, next due October 2018.

TRAINED TO EYFS STANDARD (PAEDIATRIC FIRST AID, 12 hr):

3 members of staff

First aid qualifications remain valid for 3 years. Each first aider will ensure that refresher training is organised to maintain competence and that new persons are trained should first aiders leave.

FIRST AID BOXES ARE LOCATED AT THE FOLLOWING POINTS:

- Medical Room
- EYFS – lower school
- Nursery
- Playground – during play times

Staff using the first aid boxes are responsible for checking (termly) that the contents of first aid boxes are complete and replenished as necessary.

Transport to hospital: Where a first aider considers it necessary, the injured person will be sent directly to hospital (normally by ambulance). Parents / carers will be notified immediately of all major injuries to pupils.

No casualty will be allowed to travel to hospital unaccompanied and an accompanying adult will be designated in situations where the parents/carers cannot be contacted in time.

Where there is any doubt about the appropriate course of action, the first aider will consult with the Health Service helpline (NHS Direct 0845 4647) and, in the case of pupils, with the parents/carers.

OR

Emergency 999

School Nurse 01707 252465

Administration of Medicines

All medication will be administered to pupils in accordance with the DfE document [Supporting pupils at school with medical conditions](#). Detailed arrangements are provided in a separate policy.

No member of staff will administer any medication unless a request form has been completed by the parent/carer except in exceptional circumstances.

The school office staff are responsible for accepting medication and checking all relevant information has been provided by parents/carers prior to administering.

Records of administration will be kept in the medical room.

All non-emergency medication kept in school is securely stored in the medical room. Refrigerated meds are kept in a clearly labelled container in the medical room fridge with access strictly controlled. All pupils know how to access their medication. Under no circumstances will medication be stored in first aid boxes.

Where children need to have immediate access to emergency medication i.e. asthma inhalers, epi-pen etc., it will be kept in the medical room, and clearly labelled.

Individual Health Care Plans

Parents / carers are responsible for providing the school with up to date information regarding their child's health care needs and providing appropriate medication.

Individual health care plans are in place for those pupils with significant medical needs e.g. chronic or ongoing medical conditions such as diabetes, epilepsy, anaphylaxis etc. These plans will be completed at the beginning of the school year/ when child enrolls/ on diagnosis being communicated to the school and will be reviewed annually by the Health & Safety Manager.

All staff are made aware of any relevant health care needs and copies of health care plans are available from the medical room.

Staff will receive appropriate training related to health conditions of pupils and the administration of medicines by a health professional as appropriate.

Appendix 7: Accident Reporting Procedures

Accidents to employees

Where the LA is the employer then **all** employee accidents, no matter how minor, must be reported to them using the online accident reporting system hosted on Solero.

Accidents to pupils and other non-employees (members of public / visitors to site etc.)

A local accident book in the school office is used to record all minor incidents to non-employees, more significant incidents as detailed below must also reported to HCC using the online accident reporting system hosted on Solero.

- Major injuries.
- Accidents where significant first aid treatment has been provided.
- Accidents which result in the injured person being taken from the scene of the accident directly to hospital.
- Accidents arising from premises / equipment defects.

All major incidents will be reported to the Head Teacher, Health & Safety Manager, the Governing Body/Health and Safety Governor. Parents / carers will be notified immediately of all major injuries.

Accidents will be monitored for trends and a report made to the Governing Body as necessary.

The Head Teacher, or his/her nominee, will investigate accidents and take remedial steps to avoid similar instances recurring. Faulty equipment, systems of work etc. must be reported and attended to as soon as possible.

Reporting to the Health and Safety Executive (HSE)

Incidents involving a fatality or major injury will be reported immediately to the Health and Safety Executive (HSE) on 0345 300 9923 and the Education Health and Safety team on 01992 556478.

Incidents resulting in the following outcomes must be reported to the HSE via their online reporting system <http://www.hse.gov.uk/riddor/> within 15 days of the incident occurring.

- A pupil or other non-employee being taken directly to hospital for treatment and the accident arising as the result of the condition of the premises / equipment, due to the way equipment or substances were used or due to a lack of supervision / organisation etc.
- Employee absence or inability to carry out their normal duties as the result of a work related accident, for periods of 7 days or more (including W/E's and holidays).

Any incident notified to the HSE must also be reported to the Education Health and Safety Team.

Appendix 8: Health and Safety Information and Training

Consultation

Resources Committee meetings are held 3 times a year.

The Resources Sub-committee meets termly to discuss health, safety and welfare issues affecting staff, pupils and visitors. Action points from these meetings are brought forward for review by school management.

Communication of Information

Detailed information on how to comply with the LA's health and safety policy is given in the [Education Health and Safety Manual](#), which is available for reference via the Grid.

The Health and Safety Law poster is displayed in

The Education Health and Safety Team, Tel: 01992 556478 provide competent health and safety advice for Community, Community Special and VC schools.

Health and Safety Training

All employees will be provided with:

- induction training in the requirements of this policy;
- update training in response to any significant change;
- training in specific skills needed for certain activities, (e.g. use of hazardous substances, work at height etc.)
- refresher training where required

Any new instructions or restrictions will be communicated to all staff [in writing], [via staff meetings and recorded in minutes] and highlighted as part of the standard cycle of policy review.

Training records will be kept in the school office. The Health & Safety Manager is responsible for co-ordinating health and safety training needs and for including details in the training matrix provided by HCC. This includes a system for ensuring that refresher training is undertaken within the prescribed time limits.

The Head Teacher will be responsible for assessing the effectiveness of training received.

Each member of staff is also responsible for drawing the Head Teacher's / line manager's attention to their own personal needs for training and must not undertake duties unless they are confident that they have the necessary competence.

Appendix 9: Personal Safety/Lone Working

The school believes that staff should not be expected to put themselves in danger and will not tolerate violent / threatening behaviour to its staff.

Staff will report any such incidents to the Head Teacher. The school will work in partnership with the LA and police where inappropriate behaviour/ individual conduct compromises the school's aims in providing an environment in which the pupils and staff feel safe.

Lone working

Staff are encouraged not to work alone in school. Work carried out unaccompanied or without immediate access to assistance should be risk assessed to determine if the activity is necessary.

Work involving potentially significant risks (for example work at height) must not be undertaken whilst working alone.

Staff working outside of normal school hours must obtain permission of the Head Teacher / senior member of staff and register with site staff and sign in and out of the school premises.

Where lone working cannot be avoided staff should ensure they have means to summon help in an emergency e.g. access to a telephone or mobile phone etc.

E.g. for staff conducting home visits, expected control measures would include: mobile phone contact, notifying a colleague of visit details, expected time of return / end time and arrangements for contacting etc. Where there are known risks which may affect staff safety staff should not visit alone.

School staff responding to call outs

Nominated key holders attending empty premises where there has been an alarm activation should do so with a colleague if possible. They should not enter the premises unless they are sure it is safe to do so. Active Security operate as key holders for the school site.

Appendix 10: Premises and Work Equipment

All staff are required to report to the Health & Safety Manager any problems found with plant/equipment. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

Use of equipment restricted to those users who are authorised / have received specific training.

Planned Maintenance/inspection

Regular inspection and testing of school equipment is conducted to legislative requirements by competent contractors. Records of such monitoring will be kept in the school office. Key areas for compliance are outlined on the [Grid](#).

All staff are required to report to the Health & Safety Manager any problems found with equipment. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

Curriculum Areas

Teachers and office staff, are responsible for ensuring maintenance requirements for equipment in their areas are identified and implemented.

Electrical Safety

All staff will conduct a visual inspection of plugs, cables and electrical equipment prior to use. Defective equipment will be reported to the Health & Safety Manager or Site Manager.

All portable items of electrical equipment will be subject to formal inspection and testing (Portable Appliance Testing (PAT)) on an identified cycle (dependent upon the type of equipment and the environment in which it is used). This inspection and testing will be conducted by Projectsolver in May each year.

Personal items of equipment (electrical or mechanical) should not be brought into the school without prior authorisation and must be subjected to the same tests as school equipment.

A fixed electrical installation test (fixed wire test) will be conducted Projectsolver on a 5 year cycle, next due in June 2016.

External play equipment

- External play equipment will only be used when appropriately supervised.
- This equipment is checked regularly for any apparent defects by the Site Manager. Staff report any defects when seen to the Health & Safety Manager or Site Manager.
- PE and Play equipment is subject to an annual inspection.

Appendix 11: Flammable and Hazardous Substances

Every attempt will be made to avoid, or choose the least harmful of, substances which fall under the “Control of Substances Hazardous to Health Regulations 2002” (COSHH Regulations).

In all other areas the school’s nominated person responsible for substances hazardous to health is the Site Manager.

He will ensure:

- An inventory of all hazardous substances used on site is compiled and regularly reviewed.
- Material safety data sheets are obtained from the relevant supplier for all such materials.
- Where required COSHH risk assessments are conducted and that these assessments are seen and understood by those staff that are exposed to the product/substance.
- all chemicals are appropriately and securely stored out of the reach of children
- All chemicals are kept in their original packaging and labelled (no decanting into unmarked containers).
- Suitable personal protective equipment (PPE) has been identified and available for use. PPE is to be provided free of charge where the need is identified as part of the risk assessment.

Where persons may be affected by their use on site, the Site Manager is responsible for ensuring that COSHH assessments are available from contractors (*this applies to both regular contracts such as cleaners and caterers and from builders, decorators, flooring specialists, etc.*).

Appendix 12: Asbestos

An asbestos survey and management plan is in place for the school in accordance with [HCC's asbestos policy](#). The school's most recent asbestos management survey was conducted in April 2016.

The school's asbestos log (including school plans, asbestos survey data and site specific management plan) is held in the school office.

The Head teacher will ensure that all school staff (including those such as catering and cleaning staff who may be employed by others) are made aware of the location of asbestos containing materials (ACM) within their work areas.

Under no circumstances must staff drill or affix anything to walls without first obtaining approval from an Asbestos Authorising Officer. (Even stapling, drilling a hole or pushing a drawing pin into asbestos containing material may result in the release of fibres into the air.)

Any damage to materials known or suspected to contain asbestos should be reported to the Health & Safety Manager who will contact HCC's asbestos team asbestos@hertfordshire.gov.uk.

The School's Asbestos Authorising Officers is the Site Manager and refresher training is provided every 3 years.

Prior to **any** work commencing on the fabric of the building or fixed equipment (e.g. boilers, kilns etc.), either by contractors or school staff, one of the asbestos authorising officers **must** check the asbestos log and establish whether permission to work can be given.

The Head Teacher/asbestos authorising officer shall ensure:

- That the asbestos log is consulted at the earliest possible opportunity and that **all** work affecting the fabric of the building or fixed equipment is entered in the permission to work log and signed by those undertaking the work.
- A visual inspection of asbestos containing materials remaining on site is conducted and recorded (legal requirement to do so annually as a minimum).
- The limitations of the management survey and areas of the building that have **not** been surveyed are understood and considered as part of the permission to work process e.g. areas above 3m in height, within ceiling voids (where panels / tiles are fixed), floor voids and ducts etc
- All records pertaining to asbestos are effectively maintained and retained (legal requirement to do so for a period of 40 years)
- The school's asbestos management plan is kept up to date and that any asbestos works (removal, new project specific surveys etc.) are notified to the LA via asbestos@hertfordshire.gov.uk

Appendix 13: Contractors

All contractors used by the school shall ensure compliance with relevant health and safety legislation, guidance and good practice.

All contractors must report to the school office where they will be asked to sign the visitors' book and wear an identification badge. Contractors will be issued with guidance on fire procedures, relevant risks and local management arrangements.

The Health & Safety Manager is responsible for monitoring areas where the contractor's work may directly affect staff and pupils and checking whether expected controls are in place and working effectively.

School Managed Projects

Where the school undertakes projects direct, the governing body are considered the 'client' and therefore have additional statutory obligations.

Such projects are managed by the Health & Safety Manager who will ensure that landlords' consent has been obtained and, where applicable, all statutory approvals, such as planning permission and building regulations have been sought. This would include whether CDM² regulations will apply.

To ensure contractor competency the school uses a property framework contractor as a method of procuring works. These contractors have satisfied the County Council that they understand and abide by health and safety regulations. Details can be found at <http://www.thegrid.org.uk/info/premises/property.shtml>. When considering the appointment of contractors outside of Hertfordshire frameworks appropriate competency checks will be carried out.

The school, contractor(s) and any subcontractor(s) involved will exchange relevant information regarding the work activities and agree the risk assessment and safe systems of work to be used prior to works commencing on site. Contractors will be asked to provide risk assessments and method statements specific to the site and works to be undertaken.

Appendix 14: Work at Height

Working at height can present a significant risk, where such activities cannot be avoided a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees authorised to work at height.

Storage above head height is minimised as far as possible, where this cannot be avoided only light-weight and rarely-used items are stored there.

When working at height (including accessing storage or putting up displays) appropriate stepladders or kick stools are to be used. Staff must not climb onto chairs etc.

² CDM refers to the Construction (Design and Management) Regulations 2007 and applies to any building, demolition, maintenance or refurbishment work. Such projects are notifiable to the HSE where the work exceeds 30 days or involves more than 500 person days of work. In addition two specific and specialist roles of CDM Co-ordinator and principal contractor must be appointed. In such instances it is recommended that an agent be used to work on the schools behalf.

Only those persons who have been trained to use ladders safely may use them.

Basic instruction is provided to all staff who use ladders / stepladders: <http://www.hse.gov.uk/pubns/indg455.htm>

Formal training on work at height, use of ladders, mobile tower scaffolds etc. will be provided where a significant risk is identified as part of an individual's role e.g. site staff, drama, ICT technician etc.

The establishment's nominated person responsible for work at height is the Site Manager.

The nominated person shall ensure:

- all work at height is properly planned and organised;
- the use of access equipment is restricted to authorised users;
- all those involved in work at height are trained and competent to do so;
- the risks from working at height are assessed and appropriate equipment selected;
- a register of access equipment is maintained and all equipment is regularly inspected and maintained;
- any risks from fragile surfaces is properly controlled.

Appendix 15: Lifting and Handling

Generic risk assessments for regular manual handling operations are undertaken and staff provided with information on safe moving and handling techniques.

Staff should ensure they are not lifting heavy items and equipment unless they have received training and/or equipment in order to do so safely.

All manual handling activities which present a significant risk to the health and safety of staff, will be reported to the Health & Safety Manager and where such activities cannot be avoided a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees who must follow the instruction given when carrying out the task.

Paediatric Moving and Handling

All staff who move and handle pupils have received appropriate training (both in general moving and handling people techniques and specific training on any lifting equipment, hoists, slings etc. they are required to use).

All moving and handling of pupils has been risk assessed and recorded by a competent member of staff.

Equipment for moving and handling people is subject to inspection on a 6 monthly basis by a competent contractor.

Appendix 16: Display Screen Equipment (DSE)

All staff who use computers daily, as a significant part of their normal work (*significant is taken to be continuous/near continuous spells of an hour or more at a time*) e.g. admin/office staff shall have a DSE assessment carried out.

Staff identified as DSE users are entitled to an eyesight test for DSE use every 2 years by a qualified optician (and corrective glasses if required specifically for DSE use).

Advice on the use of DSE is available in the [Education Health and Safety Manual](#).

Appendix 17: Vehicles on Site

Vehicular access to the school is restricted to school staff and visitors only and not for general use by parents / carers when bringing children to school or collecting them.

Access to the school must be kept clear for emergency vehicles.

The vehicle access gate must not normally be used for pedestrian access.

Contractors' vehicles on site are restricted to curriculum time when children or staff are not using the playground.

Appendix 18: Lettings/Shared use of Premises

Lettings are managed by the school office following HCC guidance.

Appendix 19: Minibuses

N/A

Appendix 20: Stress/Wellbeing

The school and governing body are committed to promoting high levels of health and well-being and recognise the importance of identifying and reducing workplace stressors through risk assessment, in line with the HSE and HCC's management standards.

Individual concerns are dealt with by line managers, deputy head or Head Teacher.

Appendix 21: Legionella

The school complies with advice on the potential risks from legionella as identified in the [Education Health and Safety Manual](#).

A water risk assessment of the school has been completed and the Site Manager is responsible for ensuring that the identified operational controls are being conducted and recorded in the school's water log book.

The risk assessment will be reviewed where significant changes have occurred to the water system and/or building footprint.

The risks from legionella are mitigated by basic operational controls and thus the following checks are recorded.

- Water is heated and stored to 60 deg C at calorifiers (any vessel that generates heat within a mass of stored water)

- Weekly flushing of seldom used outlets and all showers (with all outlets flushed after school holiday periods)
- Monthly temperature checks on sentinel outlets (those nearest and furthest away from calorifier(s))
- Quarterly disinfection / descaling of showers
- Stored cold water tanks are inspected for compliance and safety on an annual basis [insert contractors name]

Appendix 22 - School Swimming

This will be planned as an offsite visit in line with the school's policy.

The school will obtain a copy of the pool's normal operating procedure and emergency action plan which identify the safety arrangements for the host pool.

In addition, the school will obtain assurance over:

- The level of training of the swimming teacher(s)
- Pupil/swimming teacher ratios
- Rescue/lifeguard provision provided.