



HEALTH AND SAFETY POLICY

**146-148 Park View Road
Welling
Greater London
DA16 1SR**

**Independent Learning Suite
144 Park View Road
Welling
Greater London
DA16 1SR**

July 2018 - Headteacher
To be reviewed July 2019

HEALTH AND SAFETY POLICY CONTENTS

REVIEW PROCEDURES	3
STATEMENT OF INTENT	3
ORGANISATION	5
1.0 Introduction	5
2.0 The Executive Board	5
3.0 The Head/Principal	5
4.0 The Manager/Officer Responsible For Health And Safety	6
5.0 Teaching/Non-Teaching Staff Holding Posts/Positions Of Special Responsibility	6
6.0 Special Obligations Of Class Teachers	7
7.0 Obligations Of The Kitchen Manager	8
8.0 Health And Safety Committee	9
9.0 Obligations Of All Employees	9
10.0 Obligations Of Contractors	10
11.0 Pupils	10
PROCEDURES AND ARRANGEMENTS	11
Accident and Incident Reporting	11
Asbestos - if applicable	11
Contractors	11
Curriculum Safety (including out of school learning activities)	11
Display Screen Equipment	11
Educational Visits and Journeys	12
Electrical Safety	12
Fire Precautions and Emergency Procedures	12
First Aid	12
Hazardous Substances	13
Inclusion	13
Lettings/shared use of premises/use of Premises outside School Hours	13
Lone Working	13

Managing Medicines & Drugs	13
Maintenance and Inspection of Equipment	14
Manual Handling and Lifting	14
PE Equipment	14
Personal Protective Equipment (PPE)	14
Risk Assessments	15
Security/Violence	15
Site Maintenance	15
Smoking	16
Staff Training & Development	16
Stress	16
Swimming	16
Visitors	16
Working at Height	17
Appendix 1 – Supporting Policies and Procedures	17

HEALTH AND SAFETY POLICY

REVIEW PROCEDURES

The Health and Safety Policy for Parkview Academy will be reviewed annually and revised as necessary.

Any amendments required to be made to the policy as a result of a review will be presented to the Executive Board for acceptance.

This Document should be read in conjunction with the Risk Assessment Policy.

STATEMENT OF INTENT

Parkview Academy recognises that ensuring the health and safety of staff, pupils and visitors is essential to the success of the School.

We are committed to:

- Providing a safe and healthy working and learning environment.
- Preventing accidents and work related ill health.
- Meeting our legal responsibilities under health and safety legislation as a minimum
- Assessing all risks to anyone who could be affected by our curriculum and non-curriculum activities and putting in place measures to control these risks.
- Ensuring safe working methods and providing safe work equipment.
- Providing effective information, instruction, training and supervision.
- Consulting with employees and their representatives on health and safety matters.
- Monitoring and reviewing our safety arrangements and prevention measures to ensure they are effective.
- Setting targets and objectives to develop a culture of continuous improvement.
- Ensuring adequate welfare facilities exist throughout the school.
- Ensuring adequate resources are made available for health and safety issues, so far as is reasonably practicable.

Health and safety management procedures will be adopted, and responsibilities appropriately assigned, to ensure the above commitments can be met. All Directors, staff and pupils will play their part in its implementation.

ORGANISATION

1.0 INTRODUCTION

- 1.2 In order to achieve compliance with the Statement of Intent the School's management team will have additional responsibilities assigned to them as detailed in this part of the Policy.

2.0 THE EXECUTIVE BOARD

2.1 The Executive Board is responsible for ensuring that:

- a) The health and safety policy statement is clearly written and it promotes a positive attitude towards safety in staff and pupils.
- b) The Head is aware of his/her health and safety responsibilities and has sufficient experience, knowledge and training to perform the tasks required.
- c) Clear procedures are created to assess any significant risks and ensure that safe working practices are adopted.
- d) Sufficient funds are set aside with which to operate safe working practices.
- e) Health and safety performance is monitored, failures in health & safety policy or implementation recognized, and policy and procedure revised as necessary.

3.0 THE HEAD/PRINCIPAL

3.1 Reporting to the Executive Board, the Head and Managing Director have the overall responsibility for ensuring that the health and safety policy is effectively implemented and that proper resources are made available in order to achieve this.

- a) They will plan ahead as necessary to make human, financial and other resources available to secure a high standard of health and safety management, taking competent advice on matters of health and safety where relevant.
- b) They provides the final authority on matters concerning health and safety at work.

- c) They will make decisions on health and safety issues based on a proper assessment of any risks to health and safety, and will ensure the control of those risks in an appropriate manner.
- d) They delegate specific responsibility for the implementation and monitoring of the Health and Safety Policy to the Headteacher.

4.0 THE MANAGER/OFFICER RESPONSIBLE FOR HEALTH AND SAFETY

4.1 The Headteacher, working in conjunction with The School's Health & Safety Consultants, Judicium, will advise the Academy on health and safety policy. Acting for and on behalf of the company, he/she has the responsibility for implementing and monitoring the policy, principally through the Heads of Department.

They will achieve this by ensuring that:

- a) This Policy is clearly communicated to all relevant persons.
- b) Appropriate information on significant risks is given to visitors and contractors
- c) Appropriate consultation arrangements are in place for staff and their safety representatives.
- d) All staff are provided with adequate information, instruction and training on health and safety issues.
- e) Additional responsibilities for health, safety and welfare are allocated to specific individuals and they are informed of their responsibilities and have sufficient experience, knowledge and training to undertake them.
- f) Risk assessments of the premises and working practices are undertaken.
- g) Safe systems of work are in place as identified from risk assessments.
- h) Emergency procedures are in place.
- i) Machinery and equipment is inspected and tested to ensure it remains in a safe condition.
- j) Records are kept of all relevant health and safety activities e.g. assessments, inspections, accidents, etc.
- k) Arrangements are in place to inspect the premises and monitor performance.

- l) Accidents are investigated and any remedial actions required are taken or requested.
- m) The activities of contractors are adequately monitored and controlled.
- n) A report to the Executive Board on the health and safety performance of the school is completed termly.

TEACHING/NON-TEACHING STAFF HOLDING POSTS/POSITIONS OF SPECIAL RESPONSIBILITY

5.1 This includes the Senior Management Team, Leads of Departments, School office manager. They must:

- a) Apply the school's Health and Safety Policy to their own department or area of work and be directly responsible to the Head for the application of the health and safety procedures and arrangements.
- b) Develop policies and procedures which identify the key risks in their areas of responsibility and the organisation and arrangements for managing those risks.
- c) Carry out regular health and safety risk assessments of the activities for which they are responsible and submit reports to the Head/Principal. Or departmental health and safety audits.
- d) Ensure that all staff under their management are familiar with the health and safety procedures for their area of work.
- e) Resolve health, safety and welfare problems that members of staff refer to them, and refer to the Head any problems to which they cannot achieve a satisfactory solution within the resources available to them.
- f) Carry out regular inspections of their areas of responsibility to ensure that equipment, furniture and activities are safe and record these inspections where required.
- g) Ensure, so far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and pupils to avoid hazards and contribute positively to their own health and safety.
- h) Ensure all accidents are investigated appropriately.
- i) Include health and safety in the annual report for the Head/Principal.

6.0 SPECIAL OBLIGATIONS OF STAFF

Staff are expected to:

- a) Exercise effective supervision of their pupils and to know the procedures in respect of fire, first aid and other emergencies, and to carry them out.
- b) Follow the health and safety procedures applicable to their area of work.
- c) Give clear oral and written health and safety instructions and warnings to pupils as often as necessary.
- d) Ensure the use of personal protective equipment and guards where necessary.
- e) Make recommendations to their SMT on health and safety equipment and on additions or necessary improvements to plant, tools, equipment or machinery.
- f) Integrate all relevant aspects of safety into the teaching process and, where necessary, give special lessons on health and safety in line with Curriculum requirements for safety education.
- h) Ensure that personal items of equipment (electrical or mechanical) or proprietary substances are not brought into the school without prior authorisation.
- i) Regularly check their classrooms for potential hazards and report any observed to the Head or Assistant Head.
- j) Report all accidents, defects and dangerous occurrences to the Head or Assistant Head.

7.0 OBLIGATIONS OF THE KITCHEN MANAGER

Management of the kitchen is a shared responsibility between the SMT, the school cook, the Behaviour Specialist and the Health Schools Coordinator they are responsible for the safe operation of the catering facilities and must:

- a) Be familiar with the school Health and Safety Policy.
- b) Prepare risk assessments for all catering activities.

- c) Ensure that all kitchen staff are instructed and informed to work in accordance with these documents.
- d) Inform the Head or Assistant Head of any potential hazards or defects.
- e) Be familiar with the current Food Safety legislation and the implications so far as the school is concerned.
- f) Follow regulations set out with the Safer Food Better Business standards

School staff must not use the catering facilities and equipment without the prior agreement of the Head and Kitchen Management, this will involve achieving a relevant Food Safety Award

8.0 SENIOR MANAGEMENT TEAM (SMT) / HEALTH AND SAFETY COMMITTEE

The School's SMT and behaviour specialist makes up the Health & Safety Committee which provide a forum for joint employer/employee discussions of health & safety matters. All employees are encouraged to bring health & safety concerns to this Committee either directly or through the Behaviour Specialist

- 8.1 They will review all health, safety and security matters, including a review of the policy at least annually.

9.0 OBLIGATIONS OF ALL EMPLOYEES

- 9.1 All employees must:

- a) Act in the course of their employment with due care for the health, safety and welfare of themselves, other employees and other persons.
- b) Observe all instructions on health and safety issued by the Executive Board, School or any other person delegated to be responsible for a relevant aspect of health and safety.
- c) As part of their induction process and ongoing training, complete a range of E-Learning courses relevant to Health and Safety and act in accordance with these and any specific H&S training received.
- d) Report all accidents and near misses in accordance with current procedure.
- e) Know and apply emergency procedures in respect of fire, first aid and

other emergencies.

- f) Cooperate with other persons to enable them to carry out their health and safety responsibilities.
- g) Inform their Line Manager of all potential hazards to health and safety, in particular those which are of a serious or imminent danger.
- h) Inform their Line Manager of any shortcomings they identify in the School's health and safety arrangements.
- i) Exercise good standards of housekeeping and cleanliness.
- j) Cooperate with the any appointed/elected Safety Representative(s) and the Enforcement Officers of the Health and Safety Executive.
- k) When authorising work to be undertaken or authorising the purchase of equipment, ensure that the health and safety implications of such work or purchases are considered.

10.0 OBLIGATIONS OF CONTRACTORS

- 10.1 When the premises are used for purposes not under the direction of the Head e.g. the provision of school meals, then, ***subject to the explicit agreement of the Executive Board***, the principal person in charge of the activities will have responsibility for safe practices in the areas under their control.
- 10.2 All contractors who work on the premises are required to identify and control any risk arising from their activities and inform the Head of any risks that may affect the school staff, pupils and visitors.
- 10.3 All contractors must be aware of the School health and safety policy and emergency procedures and comply with these at all times.
- 10.4 In instances where the contractor creates hazardous conditions and refuses to eliminate them or to take action to make them safe, the Head or their representative will take such actions as are necessary to protect the safety of school staff, pupils and visitors.
- 10.5 All contractors completing high risk or lengthy work within the schools will complete a contractor questionnaire and checklist.

11.0 PUPILS

- 11.1 Pupils, in accordance with their age and aptitude, are expected to:
 - a) Exercise personal responsibility for the health and safety of

themselves and others.

- b) Observe standards of dress consistent with safety and/or hygiene.
- c) Observe all the health and safety rules of the school and in particular the instructions of staff given in an emergency.
- d) Use and not wilfully misuse, neglect or interfere with things provided for their health and safety.

PROCEDURES AND ARRANGEMENTS

Introduction

The following procedures and arrangements have been established within our school to eliminate or reduce health and safety risks to an acceptable level and to comply with minimum legal requirements:

The list provides a brief summary of all the key health and safety arrangements applicable to the school. More detailed policies and written procedures for a number of these areas are available in the Health and Safety Management File.

Accident and Incident Reporting

All staff are required to ensure that all accidents are reported to the SMT (or designated responsible person) who will ensure that the accident is investigated and reported to the Executive Board and the Health and Safety Executive as appropriate.

All incidents or near misses – i.e. something which has the potential to cause harm although it doesn't do so on this occasion – must also be reported so they can be investigated and appropriate steps taken to prevent a more serious reoccurrence.

Asbestos

The Head and Managing Director are responsible for ensuring that the school Asbestos Log is read and acknowledged by all contractors prior to starting any work on the premises.

Staff must not affix anything to walls, ceilings etc. without first obtaining approval from the Head.

Staff must report any damage to asbestos materials immediately to the Head.

Where damage to asbestos material has occurred the area must be evacuated and secured. The Head will immediately notify: the Managing Director

Contractors

The on site management team and directors are responsible for the selection and management of contractors in accordance with the school policy.

Curriculum Safety (*including out of school learning activities*)

The Behaviour Specialist is responsible for ensuring that risk assessments are in place for curriculum activities where there is a potential risk to staff and pupils. Staff may access risk assessments remotely whilst on a visit and/or take a hard copy.

The risk assessments must be made known to all teaching and support staff and reviewed regularly.

Display Screen Equipment

The Head and Managing Director are responsible for ensuring that DSE assessments are completed for administrative staff and teaching staff who regularly use laptops or desktop PCs.

Staff are reminded that laptops should not be used on laps, chair arms and other unsuitable surfaces.

Educational Visits and Journeys

Safeguarding Lead and the Behaviour Specialist are responsible for ensuring that all school trips are managed in accordance with the school policy for Educational trips which all teachers must be familiar with.

Electrical Safety

The Headteacher and Managing Director are responsible for ensuring that the hard wiring system is inspected every five years by a competent person and any identified remedial work is undertaken without delay.

The Headteacher and Managing Director will also ensure that all portable electrical equipment is tested in accordance with the timescales recommended by the Health & Safety Executive.

All staff must be familiar with school procedures and report any problems to the Head or Assistant Headteacher. Staff are reminded that they must not bring electrical equipment into school without the permission of the Head.

Fire Precautions and Emergency Procedures

The Head, Assistant Head, Behaviour Specialist and Managing Director are responsible for ensuring:

- a) That a Fire Risk Assessment is completed and reviewed annually. Headteacher
- b) That the school emergency plan and evacuation procedures are regularly reviewed. Headteacher and Behaviour Specialist.
- c) The provision of fire awareness training to all staff. Headteacher
- d) That an emergency fire drill is undertaken every half term. Assistant

Headteacher

- e) The preparation of specific evacuation arrangements for staff and/or pupils with special needs. Assistant Headteacher
- f) The formal maintenance and regular testing of the fire alarm and emergency lighting. Assistant Headteacher.
- g) The maintenance and inspection of the fire fighting equipment. Behaviour Specialist.
- h) The maintenance of exit/escape routes and signage. Behaviour Specialist.
- i) Supervision of contractors undertaking hot work. Headteacher

All staff must be familiar with the school Fire safety risk assessment, the school emergency plan and evacuation procedures.

First Aid

The names of the school's qualified First Aiders are displayed on notice boards around the school. First Aid supplies are kept in the first aid room and it is the responsibility of the paediatric first aiders to ensure that stocks of supplies are kept up to date.

All staff must be familiar with the school arrangements for First Aid.

Hazardous Substances

The SMT are responsible for ensuring that all cleaning and maintenance products that may be hazardous to health are assessed before being used.

The substances must be stored securely in accordance with the manufacturer's instructions and only used by authorised persons trained in the safe use of the product.

All staff are reminded that no hazardous substances should be used without the permission of the Head. Staff members will complete an assessment for any authorised products.

Products with low toxicity routinely used in the classrooms must be stored securely and only used by staff or older pupils under supervision.

Inclusion

Parkview Academy complies with the School policy for Inclusion and all teaching and support staff should be familiar with this policy and supporting guidance.

The Head and Managing Director are responsible for ensuring that there are adequate facilities and support staff to ensure the health, safety and welfare of any pupil with SEN.

All teaching and support staff must be given any information about a pupil's

needs and receive such training as is necessary for them to be able to support the pupil's learning, social and personal needs.

Where it is considered essential to exclude a pupil from all or part of an activity this exclusion must be authorised by the Head.

Lone Working

Lone workers can be defined as anyone who works by themselves without close or direct supervision.

Facilities and cleaning staff may be regular lone workers but teachers and other staff may also work in isolated classrooms/offices after normal school hours or during holiday times.

Any member of staff working after hours must notify the Head or Deputy Head of their location and intended time of departure.

Lone workers should not undertake any activities which present a significant risk of injury.

Managing Medicines & Drugs

No pupil is allowed to take medication on the school site without a letter of consent from his/her parent/carer, or a completed medical form which clearly states the medication being taken. This medication must be packaged in original box clearly stating name of medication, name or person taking medication, dosage and date. Evidence of a valid prescription must be sought if there is any doubt as to the authenticity of the medication.

Staff must notify the Head if they believe a pupil to be carrying any unauthorised medicines/drugs.

The school policy for First Aid and Medicines provides detailed guidance and all staff should be familiar with this policy.

Maintenance and Inspection of Equipment

Monthly site inspections take place which includes all equipment around the schools. Concerns are logged and actioned by the SMT.

In relation to budgets for maintenance the Head should work with the Managing Director to ensure that a schedule of planned preventative maintenance of all equipment is in place and record all maintenance and repair

All faulty equipment must be taken out of use and reported to the Head or Assistant Headteacher. Staff must not attempt to repair equipment themselves.

Manual Handling and Lifting

The Head and Managing Director will ensure that any significant manual handling tasks are risk assessed and these tasks eliminated where possible.

No member of staff should attempt to lift or move any heavy furniture or equipment themselves but must ask a colleague for assistance.

Pupils are not allowed to move or lift any heavy or unwieldy furniture or equipment.

Support staff who assist pupils with physical disabilities must be trained in the safe use of lifting equipment and handling techniques.

PE Equipment

The PE Specialist is responsible for ensuring that all PE equipment is suitable and safe for the activities planned and the age and abilities of the pupils.

Risk assessments have been completed for all PE activities and all staff must be familiar with these.

If applicable, wall bars, ropes, beams, vaulting horses, benches and mats are formally inspected annually by a competent contractor. Gym equipment should be monitored with inspections monthly, and maintenance of the equipment should take place in accordance with the manufacturers guidance. Any faults should be reported immediately and the equipment labelled out of order until the problem is fixed.

All PE equipment must be visually checked before lessons and returned to the designated store area after use.

Pupils must not use the PE equipment unless supervised.
Any faulty equipment must be taken out of use and reported to the PE Specialist

Personal Protective Equipment (PPE)

Where the need for PPE has been identified in Risk Assessments, it is the Head/Principal's responsibility to ensure adequate supplies of suitable PPE.

Where a need for PPE has been identified it must be worn by any staff member or pupil who might be at risk of injury or harm to health.

Any staff member or pupil who refuses to use the PPE will be subject to disciplinary action.

PPE must be kept clean and stored in designated areas. Staff must report any lost or damaged PPE to the Head/Principal.

Risk Assessments

It is the Head/Principal's responsibility to ensure that potential hazards are identified and that risk assessments are completed for all significant risks in the school.

The Head is responsible for ensuring general risk assessments are complete with the exception of the areas listed below.

Leads of Dept (i.e Construction) will undertake risk assessments for their specialist areas including maintenance and cleaning.

The Behaviour Specialist will ensure that risk assessments are completed by all staff who organise and lead school visits.

Security/Violence

The SMT are responsible for the security of the school site and will undertake regular checks of the boundary walls /fences, entrance points, outbuildings and external lighting.

Staff must query any visitor on the school premises who is not wearing a visitor badge and escort them back to reception.

If an intruder becomes aggressive staff should seek assistance from SMT and behaviour specialist.

Meetings with parents known to be verbally abusive or threatening in their behaviour should only be held in the reception area of the school where assistance is available. The Head should be notified in advance of these meetings where possible.

Any incidents of verbal abuse or threatening behaviour by parents, visitors or pupils must be reported immediately to the Head/Principal.

Site Maintenance

The Head, Managing Director and Site Team are responsible for ensuring the safe maintenance of the school premises and grounds and for ensuring cleaning standards are maintained.

They will undertake routine inspections of the site and report any hazards that cannot be dealt with immediately to the Head/Principal and Managing Director.

All staff are responsible for reporting any damage or unsafe condition to the Headteacher immediately.

Smoking

It is illegal to smoke anywhere on the school premises.

There should be no smoking in any company vehicles. From 01/10/2015 it is illegal to smoke in any vehicle where there is any person under the age of 18.

Staff Training & Development

The Head is responsible for annually assessing the health and safety training needs of all staff and for arranging any identified training.

All new staff will receive specific information and training as part of the school induction process.

All staff will receive fire awareness training on an annual basis.

Staff given specific health and safety responsibilities and duties will be provided with the necessary levels of information, instruction and training to enable them to carry out these duties.

Health and safety will be a regular agenda item for staff meetings and on the September INSET day in each new school year.

Stress

The school's Executive Board and Head are responsible for taking steps to reduce the risk of stress in the school by taking measures to ensure colleagues are supported through:

- An environment in which there is good communication, support, trust and mutual respect.
- Training to enable them to carry out their jobs competently.
- Control to plan their own work and seek advice as required.
- Involvement in any major changes.
- Clearly defined roles and responsibilities.
- Consideration of domestic or personal difficulties.
- Individual support, mentoring and referral to outside agencies where appropriate.

Swimming

Each venue is visited by the PE Specialist and individually risk assessed with advice from the operators. A plan of the pool area, emergency alarms and fire exits will be prepared and issued to relevant staff with the facility Normal Operating Procedures.

Deep and shallow ends are clearly marked and ideally divided by a rope wherever possible. Lifesaving devices are located around the poolside. All teachers and pupils are made aware of facility Emergency Evacuation Procedures. This is refreshed following any change in teachers or pupils.

Visitors

All visitors must sign in and out at the school reception desk. This includes parents and peripatetic teachers/specialists. A badge will be issued which must be worn at all times in school.

Visitors to the school will be made aware of the emergency procedures and other safety information as is relevant. Visitors to the school will be made aware of the emergency procedures and other safety information as is relevant.

Contractors undertaking maintenance work on the school will be informed of the emergency procedures and any risks in their work area e.g. asbestos, fragile roofs.

Working at Height

The Headteacher and Managing Director are responsible for the purchase and

maintenance of all ladders in the school.

All ladders conform to BS/EN standards as appropriate.

The Headteacher / Behaviour Specialist and Construction Tutor are responsible for completing risk assessments for all working at height tasks in the school.

Staff are reminded that 'working at height' applies to all activities which cannot be undertaken whilst standing on the floor.

If you need to hang decorations or displays then a step stool or small step ladder must be used. Standing on desks, chairs or other furniture is **not** permitted.

Do not work at height when you are alone. If you are planning to use a step ladder ask a colleague to help you erect it properly and have an assistant to hold the ladder steady and pass you the materials you need.

Your knees should be no higher than the top platform of the ladder.

Never overreach. Try always to keep one hand free on the ladder to steady yourself.

Appendix 1 – Supporting Policies and Procedures

Supporting Policies and Procedures in Health and Safety Management Folder

1. Educational Visits and Journeys
2. First Aid & Medicines
3. Managing Contractors
4. Safeguarding Policy (Child Protection)
5. Curriculum Specific Policies
7. Code of Conduct
8. Fire risk assessment and procedures
9. Manual Handling Policy
10. Risk Assessments Policy
11. Behaviour Policy
12. Asbestos Management Policy
13. Control Of Infections Policy
14. Driving at Work Policy