

## HEALTH AND SAFETY POLICY

### Incorporating the Local Health and Safety Arrangements for:

- **Altham St. James' CE**
- **Primary School**
- **School Number: 11036**
- **Burnley Road Altham, BB5 5UH**

This policy is based on the requirements of the Health and Safety at Work etc Act 1974 and associated health and safety and other legislation. It should be read in conjunction with the Lancashire County Council's Health and Safety Management System which is held on the School's Portal.

\*As a Voluntary Aided School the governing body is the employer and is responsible for the use of the premises. The headteacher is responsible for the implementation and management of health, safety and welfare within the school. The governing body and the headteacher should work in partnership to meet these responsibilities.

As the person(s) with responsibility for the implementation and management of proper health and safety controls within the school, I/we will, as far as is reasonably practicable:

- provide adequate control of the health and safety risks arising from our work activities;
- provide and maintain safe plant and equipment;
- ensure all employees are competent to do their tasks and ensure the provision of adequate training;
- maintain safe and healthy working conditions;
- ensure safe handling and use of substances;
- review and revise this policy and arrangements as necessary at regular intervals, and, as a minimum, following each 5 yearly review of this template by the county council;
- consult with employees on matters affecting their health and safety;
- provide information, instruction and supervision for employees;
- prevent accidents and cases of work-related ill health;
- comply with appropriate directions given by the county council on health and safety requirements;
- act in accordance with the relevant provisions in the "Scheme for Financing Schools in Lancashire" and the "School Teachers Pay and Conditions Document".

Signed:  <i>C. A. Woods</i>	Signed:  <i>Jill Jones</i> On behalf of the Governing Body
Headteacher's name: Carol Woods	Chair of Governors name: Jill Jones
Date: 28.10.24	Proposed Review date: 28.10.25

## Responsibilities

The responsibility for implementation and management of proper health and safety controls within the school is that of eg headteacher:	<i>Carol Woods</i>
The delegated member of staff with day-to-day responsibility for ensuring this policy is put into practice is eg school business manager, health and safety co-ordinator etc:	<i>Carol Woods</i>
To ensure health and safety standards are maintained/improved, the following people have responsibility in their specific areas eg premises issues, fire safety and other emergencies, out-of-hours arrangements, educational visits:	<i>Premises – Carol Woods (Headteacher) Site Manager – John Irwin Fire safety – Carol Woods Emergency plans – Carol Woods Educational visits – Matthew Haworth</i>
Health and safety objectives for the school (as identified by accident/incident investigation, consultation, review of risk assessments, health and safety management support and audit visits; advice from the county council etc, or other sources eg DfE, Teachers.Net, other schools, the HSE) will be developed and monitored by:	<i>Carol Woods LCC H&amp;S &amp; school surveyor</i>
Documented health and safety objectives and any associated action plan(s) can be found:  Note: Any actions arising from those objectives should be documented eg as an action plan, and monitored to ensure they are achieved.	<i>Location – School server, LCC database, H&amp;S Folder Relevant files &amp; school website within the School Development Plan &amp; minutes of governors or staff meetings.</i>
All employees within the school have a responsibility to:	
<ol style="list-style-type: none"> <li>1. Co-operate with the headteacher and his/her nominated representatives on all matters relating to health and safety;</li> <li>2. Not interfere with anything provided to safeguard their health and safety;</li> <li>3. Take reasonable care of their own health and safety, and not knowingly place anyone who may be affected by their work activities at risk;</li> <li>4. Report all health and safety concerns to an appropriate person (as detailed in this policy statement); and,</li> <li>5. Adhere to the School Teachers Pay and Conditions Document which state that teachers' professional duties include maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere.</li> </ol>	

## Health and safety risks arising from work activities

We will ensure that so far as is reasonably practicable, all areas of risk are assessed and adequate control measures are put in place to ensure the health and safety of all employees, pupils, contractors, non-employees and anyone else affected by the school's activities.

Risk assessments will be undertaken by:  Risk assessments will be undertaken prior to the introduction of any new work tasks / activities that pose a significant risk to health and safety.	<i>Carol Woods- Headteacher Class teachers</i>
The significant findings of risk assessments will be reported to:	<i>Carol Woods- Headteacher John Irwin- school caretaker</i>
Action required to remove/control risks will be approved by:	<i>Carol Woods- Headteacher</i>
The responsibility for ensuring the action required to reduce risks is implemented is that of:	<i>Carol Woods- Headteacher</i>
Checking that implemented actions have removed/reduced the risks is the responsibility of:	<i>Carol Woods- Headteacher</i>
Risk assessments will be reviewed regularly (at least every 3 years for task risk assessments and the technical aspects of a fire risk assessment; annually for the non-technical aspects of a fire risk assessment and every 5 years for COSHH assessments) or in the event of any significant changes. Responsibility for this rests with:	<i>Carol Woods- Headteacher</i>

## School's Commitment

To meet the requirements of this Policy Statement, the headteacher/governing body and/or his/her/their nominated representative(s) will:

- a) draw up and implement appropriate health and safety procedures for the school;
- b) share appropriate elements of these procedures with all employees, pupils, visitors and anyone else who may be affected by them;
- c) arrange for risk assessments to be completed for all areas of work and review them on a regular basis;
- d) as part of the risk assessment process, produce safe systems of work where necessary and arrange for their implementation including any appropriate training, resourcing, auditing and monitoring;
- e) identify adequate resources for the implementation of the health and safety policy and arrangements within the school;
- f) comply with appropriate directions given by the county council on health and safety requirements; and,
- g) act in accordance with the relevant provisions in the Scheme for Financing Schools in Lancashire and the School Teachers Pay and Conditions Document.

The school will:

- make health and safety procedures and documentation available for inspection upon request
- regularly review its arrangements in respect of the applicable topics and activities listed in the table at the end of this Policy document.

## Consultation with employees

The school recognises and accepts its duty to consult with employees and will do so via a union-appointed safety representative and/or through elected employee representatives where union appointed representatives are not available.

Employee representative(s) for the school are:	<i>Names and Designations</i>
Consultation with employees is provided via:	Carol Woods- headteacher Building, Finance and Staffing Committee (Governing Body)

## Safety Representatives

The school recognises and accepts that safety representatives must be given the paid time necessary to carry out their functions, and paid time as is necessary to undergo training in those functions, as is reasonable in the circumstances.

Safety representatives' functions are to:

- investigate potential hazards and dangerous occurrences at the workplace, and complaints by employees relating to health, safety and welfare at work, and examine the causes of workplace accidents;
- make representations to the headteacher/governing body on the above investigations, and on general matters affecting the health and safety of the employees they represent;
- regularly inspect the workplace;
- represent employees in dealings with health and safety inspectors; and,
- attend health and safety committee meetings.

## Safe plant and equipment

The school will ensure that all plant and equipment that requires maintenance is identified, that maintenance is carried out and that new or second-hand plant and equipment meets any required health and safety standards before it is purchased.

Responsible person(s) for identifying all equipment/plant needing maintenance:	<i>John Irwin- school caretaker Sharon McSorley- Support Officer LCC Property Group- LCC</i>
Responsible person(s) for ensuring effective maintenance arrangements are in place:	<i>Carol Woods- Headteacher John Irwin- school caretaker</i>
Responsible person(s) for ensuring that all identified maintenance is carried out:	<i>Carol Woods- Headteacher John Irwin- school caretaker</i>
Any problems found with equipment should be reported to:	<i>Carol Woods- Headteacher</i>
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	<i>Carol Woods- Headteacher</i>

## Information, instruction and supervision

<p>The Health and Safety Law poster is displayed at:</p> <p>Note: It is a legal requirement to display the Health and Safety Law Poster in a prominent position in each workplace eg in the school's reception area, or to give employees a copy of</p>	<i>school entrance</i>
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the Health and Safety Law leaflet.	
Health and safety advice is available from:	<i>Carol Woods- Headteacher</i>
Induction, supervision of trainees/work placements etc will be arranged/undertaken/monitored by:	<i>Carol Woods- Headteacher</i>

## Competency for tasks and training

The school has arrangements in place to ensure that all new employees are provided with appropriate health and safety induction training when they start work. This will cover basics such as first aid and fire safety. Job specific health and safety training will also be provided if needed to achieve the required competency. Training arrangements will include regular refresher training where appropriate. Write down your arrangements for training here, including arrangements for record keeping.

Induction training will be arranged/undertaken for all employees by:	<i>Carol Woods- Headteacher</i>
Job specific training will be provided by:	<i>Carol Woods- Headteacher or Classteacher/ Bursar</i>
Jobs requiring specific health and safety training are:	<i>Site Supervisor - asbestos management and awareness, Legionella and water hygiene, COSHH, management of contractors, working at height. Headteacher &amp; Bursar- asbestos management and awareness, Legionella and water hygiene These will be achieved via eLearning/on the job training.</i>
Training records are kept by:	<i>Carol Woods- Headteacher</i>
Training will be identified, arranged and monitored by:	<i>Carol Woods- Headteacher</i>

## Accidents, first aid and work-related ill health

The school acknowledges the legal requirement to:

- ensure there are adequate arrangements in place for the reporting, recording and investigation of incidents and accidents;
- ensure there are adequate arrangements in place for reporting work related injuries, diseases and dangerous occurrences under the RIDDOR Regulations;
- provide appropriate first aid arrangements for employees and anyone attending the premises that may be affected by the school's activities;
- ensure there are adequate arrangements in place to provide health surveillance for any employees who may be **at risk** of ill-health as a direct result of their work activities.

The first aid box(es) is/are available:	<i>Main corridor next to staffroom</i>
The first aider(s) and appointed person(s) is/are:	<i>All staff are first aid trained</i>
All accidents and cases of work-related ill health are to be reported to:	<i>Carol Woods- Headteacher</i>
*Health surveillance is required for employees doing the following jobs within the school:	Caretaker- history of high blood pressure
Health surveillance will be arranged by:	<i>All staff aware</i>
Health surveillance will be kept by	<i>Carol Woods- Headteacher All staff aware</i>

## Performance monitoring

The school acknowledges its requirement to monitor the health and safety of employees and anyone who may be affected by its work activities and has appropriate arrangements in place to fulfil this requirement and to keep records.

To check our working conditions and ensure our safe working practices are being followed, we will conduct workplace inspections. These are carried out by:	Carol Woods Headteacher
Review all risk assessments regularly (at least every 3 years for task risk assessments and the technical aspects of a fire risk assessment; annually for the non-technical aspects of a fire risk assessment and every 5 years for COSHH assessments) or in the event of any significant changes.	See Section: <b>Health and safety risks arising from work activities</b> for responsibility details
Responsible person(s) for investigating accidents eg road traffic accidents, slips, trips and/or falls etc before requesting assistance	<i>Carol Woods- Headteacher</i>

from the Health, Safety and Quality team if necessary:	
Responsible person(s) for investigating work-related causes of sickness absences:	<i>Carol Woods- Headteacher</i>
Responsible person(s) for acting on investigation findings to prevent recurrences:	<i>Carol Woods- Headteacher</i>
Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:	<i>Carol Woods- Headteacher</i>

## Emergency procedures - fire and evacuation

The school acknowledges its responsibility for ensuring that appropriate emergency procedures are in place and that these are communicated to all concerned, including other users of the premises, and monitored on a regular basis.

Responsibility for ensuring the fire risk assessment is undertaken and implemented rests with:	<i>Carol Woods- Headteacher John Irwin- caretaker</i>
Escape routes are checked by/every:	<i>John Irwin- caretaker weekly</i>
Fire extinguishers are maintained and checked by/every:	<i>Walker Fire- Annually</i>
Alarms are tested by/every:	<i>EFT Twice yearly:</i>
The emergency evacuation procedure is tested by/every:	<i>Carol Woods- Headteacher John Irwin- caretaker termly</i>
Responsibility for ensuring arrangements are in place to deal with other emergency situations eg bomb threat, flood, etc. rests with:	<i>Carol Woods- headteacher</i>



## Table of occupational health and safety topics/activities that apply

<b>Occupational health and safety topic/activity</b> (Note: This is not a comprehensive list. Please add any further topics/activities relevant to your school.) Information and guidance is available on the <a href="#">Health, Safety and Quality team website</a> :	<b>Applicable (√)</b>	<b>Details of where information about the school's arrangements can be found</b>
Accident reporting, recording and investigation	√	Staff room, school office, portal
Asbestos management plan	√	H&S File on school server (Private Drive)
Bodily fluids (urine; blood; faeces; vomit) and biological agents	√	H&S File on school server (Private Drive)
Cleaning/caretaking tasks	√	School Office
Control of contractors	√	School Office
Control of substances hazardous to health (COSHH)	√	H&S File on school server (Private Drive)
Disability access (health and safety implications)	√	H&S File on school server (Private Drive)
Display screen equipment and eye tests		
Driving at work		
Electrical safety, for example, installations, PAT tests, visual checks, local policy on bringing electrical items into school etc	√	PAMIS
Emergency procedures other than fire, for example flood, services failure	√	School Office H&S File on school server (Private Drive)
Extended school and community use	√	School Office
Finger traps (internal and external)		H&S File on school server (Private Drive)
Fire safety	√	H&S File on school server (Private Drive)
First aid	√	Staffroom
Gas safety, for example, installations, servicing, tests, visual checks, local policy on use of gas items in school etc	√	PAMIS
Health and safety induction (a checklist is available on the health safety and quality website)		
Infection control, including needles and needlestick injuries		
Lettings to non-school groups	√	School Office
Manual handling		
Minibuses		

<b>Occupational health and safety topic/activity</b> (Note: This is not a comprehensive list. Please add any further topics/activities relevant to your school.) Information and guidance is available on the <a href="#">Health, Safety and Quality team website</a> :	<b>Applicable (√)</b>	<b>Details of where information about the school's arrangements can be found</b>
Mobile phones (the use of)	√	Staff Code of Conduct
Personal safety including lone working and violence and aggression	√	H&S File on school server (Private Drive)
Play equipment installations inspections	√	PAMIS School Support LCC H&S File on school server (Private Drive)
Playgrounds and external areas	√	PAMIS School Support LCC H&S File on school server (Private Drive)
Ponds and water features		
Premises management (see premises management guidance on the Health, Safety and Quality team's website)	√	PAMIS School Support LCC H&S File on school server (Private Drive)
Pupil moving and handling (special needs)	√	H&S File on school server (Private Drive)
Pregnant employees and nursing mothers		
Reporting of health and safety concerns/faults	√	<i>Property Group- LCC</i>
Severe weather including winter gritting	√	H&S File on school server (Private Drive)
Shared use of buildings		
Sharps, for example, broken glass in the school building or external grounds		
Stress		
Swimming pools		
Transport safety/vehicle movement – arrangements for vehicle movement, car parking and vehicle/pedestrian segregation on site		
Visitor and volunteers' safety	√	H&S File on school server (Private Drive) School Office- grab bag
Waste storage and disposal		
Water hygiene (Legionella, lead etc) – a Legionella Risk Assessment		Health & Safety File Legionella File- School Office

<b>Occupational health and safety topic/activity</b> (Note: This is not a comprehensive list. Please add any further topics/activities relevant to your school.) Information and guidance is available on the <a href="#">Health, Safety and Quality team website</a> :	<b>Applicable (√)</b>	<b>Details of where information about the school's arrangements can be found</b>
should be in place as part of your premises management arrangements		
Work equipment and machinery		
Working at height – ladders, access equipment etc	√	H&S File on school server (Private Drive)
Workplace inspection (internal and external)	√	H&S File on school server (Private Drive) & H&S File Headteacher Office
<i>-add more as required</i>		

### Table of non-occupational health and safety topics/activities that apply

Curriculum and other non-occupational activities (information and guidance is available in various parts of the <a href="#">Schools Portal</a> )	Applicable (✓)	Details of where information about the school's arrangements can be found
Administration of medication	✓	School Office Policy File Teachers Drive
*Educational visits	✓	H&S File on school server (Private Drive)/ EVOLVE
Food safety and hygiene	✓	School Kitchen. LCC
Outdoor activities	✓	H&S File on school server (Private Drive)
PE equipment	✓	H&S File on school server (Private Drive)/ PAMIS-Property Group
Pupil handling and restraint		
Grounds maintenance activities	✓	H&S File on school server (Private Drive) Property Group
Pupil movement and flow		
School transport		
Science (only where not covered by curriculum safety procedures set down in CLEAPSS)		
Smoking		
Special needs of pupils (health and safety issues)		
Stage and drama activities		
Supervision of pupils		
Technology rooms and equipment		
Wearing of jewellery		
Work experience		
<i>-add more as required</i>		

The school will also take into account the risks, and make health and safety arrangements for, non-routine, out of hours, 'one-off', seasonal or sporadic activities for example special school and community events such as school fetes, etc.

\*Note: Educational Visits have a separate intranet site on the Schools Portal at [Educational Visits](#).