



LYDIARD MILLICENT CE PRIMARY

DBAT HEALTH & SAFETY POLICY

Level 2

Statement & Organisation

Date agreed with staff	March 2021
Date agreed by Academy Council	April 2021
Frequency of policy review	Annually
Date next review due	April 2022

Document Version Control

Issue Number	Issue Date	Summary of changes
1.0	October 2019	New fully revised and wholly rewritten document
1.1	April 2021	Changed Local Board to Academy Council Added reference to Head of School in relevant places Changed PE Coordinator to class teachers



Lydiard Millicent CE Primary

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DISTRIBUTION OF COPIES

Master Copy	Principal
Copy One	Chair of Academy Council
Copy Two	Caretaker
Copy Three	Business Manager
Copy Four	Staff Room – all staff
Copy Five	School Office for Visitors, Contractors & Parents Viewing
Electronic Copy	to be published on Academy website and on Office365



HEALTH AND SAFETY POLICY

REVIEW PROCEDURES

The Health and Safety Policy for Lydiard Millicent CE Primary will be reviewed annually and revised as necessary in the event of legislative changes in the intervening time.

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



HEALTH AND SAFETY POLICY

STATEMENT OF INTENT

Lydiard Millicent CE Primary

Lydiard Millicent CE Primary recognises that ensuring the health and safety of staff, pupils and visitors is essential to the success of the Academy.

We are committed to:

- a. Providing a safe and healthy working and learning environment.
- b. Preventing accidents and work related ill health.
- c. Meeting our legal responsibilities under health and safety legislation as a minimum
- d. 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.
- e. Ensuring safe working methods and providing safe work equipment.
- f. Providing effective information, instruction, training and supervision.
- g. Consulting with employees and their representatives on health and safety matters.
- h. Monitoring and reviewing our safety arrangements and prevention measures to ensure they are effective.
- i. Setting targets and objectives to develop a culture of continuous improvement.
- j. Ensuring adequate welfare facilities exist throughout the Academy.
- k. 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 Academy Council Members, staff and pupils will play their part in its implementation.

Name: _____ **Signature:** _____
(Chair of Academy Council)

Name: _____ **Signature:** _____
(Principal)

Date _____



Believe ~ Learn ~ Grow





ORGANISATION

1.0 INTRODUCTION

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

An organisational chart for H&S Management is attached at Appendix 1.¹

2.0 THE ACADEMY COUNCIL

2.1 The Academy Council 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 Principal 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 recognised, and policy and procedure revised as necessary.
- f) A member of the Academy Council is allocated a specific responsibility for supporting H&S management.

3.0 THE PRINCIPAL

3.1 Reporting to the Academy Council, the Principal has 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.

¹ Academy to insert organisation chart



The Principal will;

- a) 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) provide the final authority on matters concerning health and safety at work.
- c) 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) delegate specific responsibility for the implementation and monitoring of the Health and Safety Policy to the Business Manager.

4.0 THE MANAGER RESPONSIBLE FOR HEALTH AND SAFETY

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

The Business Manager achieves 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 Academy Council on the health and safety performance of the Academy is completed termly.

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

5.1 This includes the Head of School, Key Stage Leads and Caretaker. They must:

- a) Apply the Academy's Health and Safety Policy to their own department or area of work and be directly responsible to the Principal for the application of the health and safety procedures and arrangements.
- b) Carry out regular health and safety risk assessments of the activities for which they are responsible and submit reports to the Principal.
- c) Ensure that all staff under their management are familiar with the health and safety procedures for their area of work.
- d) Resolve health, safety and welfare problems that members of staff refer to them, and refer to the Principal any problems to which they cannot achieve a satisfactory solution within the resources available to them.
- e) Carry out regular inspections of their areas of responsibility to ensure that equipment, furniture and activities are safe and record these inspections where required.
- f) Ensure, as 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.
- g) Ensure all accidents are investigated appropriately.



6.0 SPECIAL OBLIGATIONS OF CLASS TEACHERS

Class teachers 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 Principal or Curriculum Leader 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 National Curriculum requirements for safety education.
- h) Ensure that personal items of equipment (electrical or mechanical) or proprietary substances are not brought into the Academy without prior authorisation.
- i) Regularly check their classrooms for potential hazards and report any observed to the Caretaker.
- j) Report all accidents, defects and dangerous occurrences and near misses to the Principal or Caretaker.

7.0 OBLIGATIONS OF ALL EMPLOYEES

7.1 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 Academy Council, Academy or any other person delegated to be responsible for a relevant aspect of health and safety.
- c) Act in accordance with 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) Co-operate 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 Academy's health and safety arrangements.
- i) Exercise good standards of housekeeping and cleanliness.
- j) Co-operate 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.

8.0 OBLIGATIONS OF CONTRACTORS

- 8.1 When the premises are used for purposes not under the direction of the Principal e.g. the provision of Academy meals, then, ***subject to the explicit agreement of the Academy Council***, the principal person in charge of the activities will have responsibility for safe practices in the areas under their control.
- 8.2 All contractors who work on the premises are required to identify and control any risk arising from their activities and inform the Principal of any risks that may affect the Academy staff, pupils and visitors.
- 8.3 All contractors must be aware of the Academy health and safety policy and emergency procedures and comply with these at all times.
- 8.4 In instances where the contractor creates hazardous conditions and refuses to eliminate them or to take action to make them safe, the Principal or their representative will take such actions as are necessary to protect the safety of Academy staff, pupils and visitors.

9.0 PUPILS

- 9.1 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 Academy 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 Academy 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 Academy. 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 Business Manager to ensure that the accident is investigated and reported to the Academy Council 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.

Staff must not affix anything permanent to walls, ceilings etc. without first obtaining approval from the Principal/Caretaker.

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

Where damage to asbestos material has occurred the area must be evacuated and secured. The Principal will immediately notify DBAT CEO and the Chair of the Academy Council by telephone.

Contractors

The Principal and Business manager are responsible for the selection and management of contractors in accordance with the Academy policy.

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

All curriculum leaders are responsible for ensuring that risk assessments are in place for curriculum activities where there is a potential risk to staff and pupils.

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

Guidance from CLEAPSS, BAALPE and other lead bodies should be adopted as appropriate.

Display Screen Equipment

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

Regular laptop users will be provided with docking stations.



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

Educational Visits and Journeys

The Principal and the EVC are responsible for ensuring that all Academy trips are managed in accordance with the Academy policy for Educational trips which all teachers must be familiar with.

Electrical Safety

The Business Manager is 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 Caretaker 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 Academy procedures and report any problems to the Caretaker. Staff are reminded that they must not bring electrical equipment into Academy without the permission of the Principal.

Fire Precautions and Emergency Procedures

The Principal is responsible for ensuring:

- a) That a Fire Risk Assessment is completed and reviewed annually.
- b) That the Academy emergency plan and evacuation procedures are regularly reviewed.
- c) The provision of fire awareness training to all staff.
- d) That an emergency fire drill is undertaken every half term.
- e) The preparation of specific evacuation arrangements for staff and/or pupils with special needs.

The Caretaker is responsible for:

- a) The formal maintenance and regular testing of the fire alarm and emergency lighting.
- b) The maintenance and inspection of the fire fighting equipment.
- c) The maintenance of exit/escape routes and signage.
- d) Supervision of contractors undertaking hot work.

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



First Aid

The names of the Academy's qualified First Aiders are displayed on the notice board in School office.

First Aid supplies are kept in the School Office and it is the responsibility of the Business Manager to ensure that stocks of supplies are kept up to date.

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

Hazardous Substances

The Caretaker is responsible for ensuring that all 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 Principal. The Caretaker 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. These will include such items as:

- Spirit based marker pens
- Corrective fluid
- Aerosol paints

All the above should be used in a well-ventilated area.

Inclusion

All teaching and support staff should be familiar with the Academy's Inclusion policy and supporting guidance.

The Principal is 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.

The SENCO and curriculum leaders must ensure that all risk assessments for curriculum activities are adapted as necessary to ensure the safety of any pupil with SEN. No pupil should be excluded from an activity on the grounds of health and safety unless this is absolutely unavoidable.

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



Lettings/shared use of premises/use of Premises outside Academy Hours

The Principal is responsible for ensuring that any use of the premises outside Academy hours is managed in accordance with the Academy health and safety policy and lettings policy.

The Business Manager is responsible for managing the arrangements for lettings, e.g. staffing requirements, first aid provision, fire and emergency arrangements, and any restriction on use of facilities and equipment.

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 Academy hours or during holiday times.

Any member of staff working after hours must notify the Principal and Caretaker 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

The administration of prescribed medicines is carried out in line with the Supporting Pupils with Medical Conditions.

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

The Academy First Aid Policy and Supporting Pupils with Medical Conditions Policy provide detailed guidance and all staff should be familiar with this policy.

Maintenance and Inspection of Equipment

The detailed arrangements for the maintenance and inspection of equipment are described in the site maintenance procedures under the control of the Caretaker.

All faulty equipment must be taken out of use and reported to the Caretaker. Staff must not attempt to repair equipment themselves.

Manual Handling and Lifting

The Principal 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 the Caretaker 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.

Outdoor Play Equipment

The outdoor play equipment and safety surfacing complies with BS/EN standards and is formally inspected annually by a competent contractor.

The Caretaker undertakes weekly checks of play areas.

Supervisory staff should make a visual check of all play equipment before it is used.

Risk assessments have been completed for each item of equipment and all staff supervising play activities must be familiar with these assessments. If the supervision levels recommended in the assessment cannot be achieved the equipment should not be used.

Pupils and pupils' siblings are not permitted to use the play equipment after Academy hours. Any member of staff who observes unauthorised use of the play equipment must report it to the Principal or Caretaker immediately

PE Equipment

Class teachers are 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.

Wall bars, ropes, beams, vaulting horses, benches and mats are formally inspected annually by a competent contractor.

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 Business Manager.

Personal Protective Equipment (PPE)

Where the need for PPE has been identified in Risk Assessments, it is the 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 Principal.

Risk Assessments

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

The Principal is responsible for undertaking general risk assessments with the exception of the areas listed below.

The Business Manager will undertake risk assessments for maintenance and cleaning.

The EVC will ensure that risk assessments are completed by all staff who organise and lead Academy visits.

Security/Violence

The Caretaker is responsible for the security of the Academy site and will undertake regular checks of the boundary walls /fences, entrance points, outbuildings and external lighting.

The Caretaker is also responsible for the security of the site during after Academy use and lettings.

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

If an intruder becomes aggressive staff should seek assistance.

Meetings with parents known to be verbally abusive or threatening in their behaviour should only be held in accessible locations where assistance is available or with an additional adult present. The Principal 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 Principal.

Site Maintenance

The Caretaker is responsible for ensuring the safe maintenance of the Academy premises and grounds.

He will undertake routine inspections of the site and report any hazards that cannot be dealt with immediately to the Principal/Business Manager.

All staff are responsible for reporting any damage or unsafe condition to the Caretaker immediately. His job book is kept in the office and office staff will contact him by mobile if the matter is urgent.



Smoking

It is illegal to smoke anywhere on the Academy premises. Vaping is also not permitted.

Staff Training & Development

The Principal 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 Academy 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 Academy year.

Well Being Management

The Academy Council Members and Principal are responsible for taking steps to reduce the risk of stress in the Academy 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

Children are instructed by ASA Qualified Instructors who are police vetted and health checked.

All staff must ensure that they are familiar with the swimming guidance provided by the pool and the Academy risk assessment before accompanying any swimming groups.

Visitors

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

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



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

Working at Height

The Caretaker is responsible for the purchase and maintenance of all ladders in the Academy.

All ladders conform to BS/EN standards as appropriate.

The Caretaker is also responsible for completing risk assessments for all working at height tasks in the Academy.

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 the Caretaker 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 – Organisational Chart

Academy Council (responsible for Academy H&S environment)

Principal (Responsible for the Health and Safety of all staff,
pupils and visitors)

Delegated member of senior staff (currently ABM, will be
Estates and Facilities Business Partner)



Appendix 2 – Supporting Policies and Procedures

Supporting Policies and Procedures in Health and Safety Management Folder and on Intranet

1. Educational Visits and Journeys
2. First Aid & Medicines
3. Managing Contractors
4. Safe Guarding Policy (Child Protection)
5. Curriculum Specific Policies
6. Behaviour
7. Code of Conduct
8. Fire risk assessment and procedures

HEALTH AND SAFETY POLICY

Member of Staff Acknowledgement

I have read the Academy health and safety Policy and agree to follow the procedures outlined in the policy.

Employee's Name: _____

Employee's Signature: _____

Date of Signature: _____