
St. Mary's CE Academy

'Excellence through faith & learning'



Health & Safety Policy

*"I have come that they may have life,
and have it to the full."*

John 10:10

Reviewed: Autumn 2021

Approved by Governors: Autumn 2021

Date of next review: Autumn 2022

This policy includes our Statement of Intent, our organisational structure of responsibilities and the methods by which we will achieve a safe working environment for staff, pupils, visitors and other users of our site.



Health & Safety Policy

Introduction:

At St Mary's Church of England Academy, we aim to provide a caring environment where every child can thrive and is supported to achieve their unique & amazing potential as a child of God. As such, this means that all children, staff, parents & carers should be protected as part of our commitment to help everyone remain healthy & safe.

Guidance

Under the **Health and Safety at Work Act 1974**, every organisation that employs five or more people must have a written Health and Safety Policy. Although the Diocese of Sheffield Academies Trust have safety policies it is important that individual schools have their own site specific policy so that roles and responsibilities are clearly understood.

Your Health and Safety Policy will state your intention to work safely and should be a useful tool to help your school achieve its objectives.

Your school is unique. This booklet will allow you to produce a policy that is tailored to the way you work. Please remember that the list of health and safety issues shown in this document is not exhaustive; add any others that are relevant to your work and the premises.

This policy should also cross-refer to any other relevant supporting documentation that may be available in school.

Making the Policy Work

Everyone working in your school, from the Executive Head to new members of staff has their own role and responsibilities. Involve people that work with you so that everyone understands their responsibilities and can act on them. It is a legal requirement to communicate your safety policy to all employees.

Communication and Consultation

There is a legal obligation placed upon the employer to consult with appointed representatives on health and safety issues. If there is no formally appointed representative you still must have procedures in place to consult with staff on health and safety matters. This can be done either by consulting with employees as individuals or through a representative who has been elected by all staff on site. Any elected health and safety representative is entitled to reasonable time off, with pay, to enable them to carry out their role.

Many schools will already have adequate procedures in place for consulting with staff; these may include a formal health and safety committee (comprising of Trade Union and Management representatives), putting health and safety as an agenda item at formal staff meetings, team meetings, discussions during performance management, appraisals and

one to one's etc. Where arrangements are already in place, these should be reviewed to ensure that they remain fit for purpose. Where no formal arrangements exist, you should ensure that appropriate means for consulting with staff are put into place.

Help and Advice

Advice on any health and safety matter can be obtained through Wendy Lloyd and also the Children, Young People and Families Service Health and Safety Advisers. Some useful telephone numbers are attached to the policy.

Policy Statement

The Executive Head, Governors and staff at this school are committed to providing high standards of health and safety for all users of the school.

As a school, our educational priorities aim to:-

- encourage all pupils to achieve their full academic and social potential;
- provide pupils with the skills and experience which will ensure that the widest possible range of choices are open to them in their future lives;
- provide a sense of community in which individuals feel valued and are actively encouraged to value, respect and help others;
- create an atmosphere in which students enjoy and take pride in their achievements.

These educational and social priorities can only be fully realised within a physical environment that is both a safe and healthy place to work. This in turn can only be brought about by the dedicated co-operation of all within the school. Health and safety at this school is an area where Governors, the Executive Head, staff, safety representatives and parents share common objectives. It is vital that we all understand each other's duties, functions and responsibilities as well as our own because it is only by the co-operation and teamwork of everyone involved that health and safety objectives in school can be achieved.

Aims

- To ensure that the school is always a safe and healthy place in which to work.
- To provide plant, equipment, resources and systems of work that are safe and without risks to health
- To raise awareness among all users of the school as to their responsibility for themselves and others.
- To provide sufficient information, instruction, training and supervision to enable all employees, authorised volunteers and third party users to avoid hazards and contribute positively to their own health and safety at work

- To ensure the dissemination of all relevant information from The Diocese of Sheffield Academies Trust and other bodies to the correct user[s].
- To regularly monitor and review safety procedures throughout the school.
- To create and update a central file containing relevant health and safety information

This safety policy will be regularly reviewed and updated on an annual basis.

Responsibilities

1 Overall responsibility for the management of health and safety in the school is that of

Karole Sargent (Executive Headteacher)
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2 Responsibility for the following areas is that of

Area of Work: Premises Management
Name: Chris Webb (Buildings Officer)

Area of Work: Educational Visits
Name: Karen Miller (Head of School & EVC) & Karole Sargent (Executive Headteacher)

Area of Work: PE
Name: Karen Miller (Head of School & EVC) / Karole Sargent (Executive Headteacher) / Elizabeth Norris (PE Subject Leader)

Notes

In this section you should identify and allocate the specific roles and functions to appropriate members of the school management team and faculty heads with competence in specific areas (e.g. Science, D & T, PE, Food Technology, Educational Visits, and Premises Management etc)

General Responsibilities

The Governors will:

- Ensure that adequate funding is provided from the school budget to enable the school to be organised and run in a safe and healthy manner.
- Deal with any health and safety problems brought to them by the Principal, staff or parents, through their termly meetings or any emergency meetings, which may be called due to unforeseen circumstances.
- Ensure that the Health and Safety Policy is brought to the attention of all staff and implemented in school.
- Help prepare, implement and monitor a “site-specific” health and safety policy
- Confirm compliance with Statutory and Local Authority policies and procedures and monitor health and safety management within school.
- Ensure that appropriate risk assessments have been carried out
- Ensure that all members of staff receive appropriate training.
- Ensure that the Executive has an appropriate workload in support of a reasonable work/life balance

The Executive Headteacher / Head of School will:

- Take overall responsibility for day to day management of health and safety issues
- Ensure that health and safety is incorporated into the planning and organisation of all school functions.
- Ensure that suitable and sufficient assessments of hazards and risks to staff members, pupils and other visitors and users of the school are carried out. Further, to act upon those assessments in order to reduce risk.
- Attend health and safety training courses as appropriate.
- Ensure the provision of adequate training, communication, instruction and supervision for all members of staff (including supply staff and volunteers).
- Provide necessary information to staff members and their representatives on health and safety matters.
- Ensure that staff members who are delegated to carry out particular tasks are competent and fully aware of their responsibilities.
- Ensure staff have an appropriate workload in support of a reasonable work/life balance.

- Investigate any accidents or near misses and bring these, along with any other health and safety problems, to the attention of staff and the governors.

All Staff Members will:

- Ensure that they are fully aware of their roles and responsibilities, co-operate with the schools policies and procedures and follow any guidance, policies and procedures issued by the Diocese of Sheffield Academies Trust.
- Ensure that safe working practices are adopted at all times and comply with the findings/other outcomes of risk assessments, whether in school, on school business or on educational visits.
- Attend health and safety training courses as appropriate.
- Undertake relevant risk assessments and share findings and preventative measures with all appropriate stakeholders.
- Bring to the attention of the Executive Headteacher information about accidents, near misses, dangerous equipment or situations which may occur whilst in school or on educational visits.
- Report to the Executive Headteacher any problems that they feel that they cannot deal with themselves.
- Take responsibility to do what they can to take care of themselves, their colleagues, pupils and visitors. In particular employees should co-operate with the health and safety policy of their employer.

School Health and Safety Representative

The Governing Body, Executive Headteacher & Head of School recognise the role of Safety Representatives. Safety Representatives will be allowed appropriate paid time off to enable them to fulfil their duties.

We communicate and consult with safety representatives on a regular basis about health and safety matters and offer facilities to enable them to investigate workplace accidents, employee complaints and to carry out periodic health and safety inspections.

General Arrangements to Keep People Safe

1 Risk Assessment

Risk Assessments are a legal requirement mainly under the **Management of Health and Safety at Work Regulations 1999**, although most health and safety legislation requires a risk assessment approach.

All of our Risk Assessments are recorded. We carry out our own assessments using the blank assessment form which can be found in the Health Safety and Risk area of Schoolpoint). Risks are assessed periodically (usually on an annual basis), following an

accident, on the introduction of any new process/equipment and also any change in circumstances.

We share the findings of our risk assessments with all members of staff

Risk assessments are usually kept:

Document	Location
Fire Risk Assessment	School Office
Generic Premises Risk Assessment	School Office
Foundation Stage Risk Assessment	School Office
Educational Visits Risk Assessments	EVOLVE
Hazardous Substances Risk Assessments	School Office
Task / activity based Risk Assessments	School Office

Shown below are the name(s) of the staff assisting with the assessment process as well as details on when they will be carried out and our updating systems.

The following people assist with the assessment process for their individual area of work:

Name	Area of responsibility
Chris Webb	Fire Risk Assessment
Chris Webb	Premises Risk Assessment
Katie Hancock	Foundation Stage Risk Assessment
Karen Miller	Educational Visits Risk Assessments
Chris Webb	Hazardous Substances Risk Assessment
Chris Webb Class Teachers	Task Risk Assessment Activity based Risk Assessments

NB It is the Executive Headteacher's / Head of School's responsibility to ensure that risk assessments are carried out. However they may delegate the function or request the assistance of competent staff in carrying out a risk assessment.

2 Fire

An outbreak of fire in a school can be extremely serious. The **Regulatory Reform (Fire Safety) Order 2005** makes it a legal requirement for each building to have an up to date fire risk assessment. Our Fire Risk assessment identifies all sources of heat with the potential to cause fire e.g. gas heaters, Bunsen burners, cookers etc. and it also consider the storage of combustible materials.

When our school requires painting, only paints providing a flame retardant surface will be used in high risk areas (assembly halls, means of escape, staircases, areas where there is an added fire risk etc).

Ongoing monitoring is carried out to ensure that combustible materials (liquids, solids or gases) do not come into contact with sources of heat.

Internal fire doors are kept closed to stop fire spreading. Hydraulic door closers are checked regularly and maintained as necessary to ensure correct operation (damage to these closers is very common in schools).

All documentation relating to fire safety is kept:

Document	Location
Fire Risk Assessment (including Arson Assessment)	School Office
Fire Precautions Log Book	School Office
Fire Safety Training Records	School Office

The following people have a role to play in ensuring fire safety issues are adequately dealt with

Name	Responsible for:
Karole Sargent	Named Responsible Person
Chris Webb	Ensuring there is a current fire risk assessment in place and a process for reviewing / updating on a regular basis
Karole Sargent / Karen Miller	Inducting new members of staff and supply / agency staff, contractors etc
Karen Miller	Making sure that staff receive regular refresher training
Karen Miller	Making sure relevant information is shared with other users of the premises such as lettings, breakfast and after school clubs etc
Karole Sargent / Karen Miller	Ensuring regular fire drills are carried out and recorded
Chris Webb / Karen Miller	Keeping the Fire Precautions Log Book up to date

3 Permission to Work

The following people have responsibilities:

Name	Responsible for:
Chris Webb	Ensuring that Wendy Lloyd, Building Manager, Corporate Property Unit, Rotherham Metropolitan Borough Council is informed at the planning stage of any work that is intrusive to the fabric of the building
Chris Webb	Inducting new members of staff in the process
Chris Webb	Ensuring that all non-intrusive work is risk assessed
Chris Webb	Keeping an up to date log of all non intrusive work

4 Asbestos

Asbestos is a naturally occurring mineral that has been used for many years in the construction of buildings and in many products. It was used mainly because of its fire proofing and insulation qualities.

We have got an Asbestos Management survey on site and this has been shared with all members of staff. Staff are aware that as long as the asbestos is in good condition and is not disturbed or damaged there is no risk to individuals. However, if it becomes damaged or disturbed, it can become a danger to health as asbestos fibres can become released into the atmosphere and therefore people can inhale the fibres.

All documentation relating to asbestos is kept:

Document	Location
Asbestos Register	School Office
Asbestos management survey and risk assessment	School Office
Asbestos survey review documentation	School Office

NB. The location of the register is important, as it must be readily available to all who need to consult and sign it.

Name	Responsible for:
Karole Sargent	Overall responsibility as Named Duty Holder
Chris Webb	Bringing the asbestos register to the attention of anyone likely to disturb asbestos fibres in the course of daily routines or proposing to plan or carry out work. e.g. other school / site staff, surveyors, contractors, computer technicians, visitors, helpers etc
Chris Webb	Advising Wendy Lloyd, Building Manager, Corporate Property Unit, Rotherham Metropolitan Borough Council, at the concept stage of work.
Chris Webb	Making sure more detailed surveys (covering the full scope of works) are in place for invasive work e.g. wiring, refurbishment, plumbing, demolition etc
Chris Webb	Regularly reviewing the condition of asbestos material and recording the findings
Chris Webb	Regularly reviewing asbestos risk assessments and recording findings
Chris Webb	Making sure that floor plan changes are recorded and updated

5 Legionella Risk Management

Legionnaires' disease is a type of pneumonia. It is an uncommon, but serious disease.

People can catch Legionnaires disease by inhaling small droplets of water suspended in the air which contain the Legionella bacterium.

Legionnaires' disease does not spread from person to person.

We have had a full Legionella audit of the school which has been shared with all members of staff. Key members of staff have a role to play in ensuring that the findings of the audit are actioned and making sure that regular monitoring is carried out on site

Document	Location
Legionella Survey	School Office
Legionella Log Book	School Office

The following people have a role to play in ensuring the procedure in place for managing Legionella issues:

Name	Responsible for:
Karole Sargent	Overall responsibility as Named Duty Holder
Chris Webb	Ensuring that the recommendations of the Legionella risk assessment are carried out
Chris Webb	Ensuring that the Legionella risk assessment is reviewed on a regular basis
Chris Webb	Ensuring that all activities identified in the maintenance programme are carried out and recorded
Chris Webb	Keeping the Log Book up to date

6 Accidents

Even in a safety conscious school, accidents may still occur. This is how we deal with them.

All accidents involving staff, pupils or visitors will be recorded and investigated, as appropriate to find out what happened and how any similar incident can be avoided. Copies of RIDDOR report forms are sent to The Diocese of Sheffield Academies Trust.

Document	Location
Accident Report Forms	School Office
RIDDOR report forms	School Office

The following people have responsibilities for:

Name	Responsible for:
Karole Sargent / Karen Miller	Recording all accidents to staff
Karole Sargent / Karen Miller	Ensuring that accidents are investigated and that major accidents, which are reportable to the Health and Safety Executive (under the RIDDOR regulations), are reported to the incident call centre (0845 300 9923) to the Risk Management Team, and also to The Diocese of Sheffield Academies Trust.
Karole Sargent / Karen Miller	Ensuring risk assessments are reviewed in light of lessons learned
Karole Sargent / Karen Miller	Periodically reviewing accident reports to identify trends
Karole Sargent / Karen Miller	Reporting serious incidents / accidents to Governors

7 First Aid

This school will follow the statutory requirement for first aid equipment and provide suitably trained first aid staff. Where there are young children on site i.e. Nursery's / Breakfast and after school clubs, key members of staff hold an additional paediatric first aid certificate. NB There is sufficient paediatric first aiders to ensure cover on all off site activities involving young children.

Our school risk assessment identifies the actual number of first aiders required.

(As a rough guide the recommendation is 1 first aider for every 100 people on site. This is usually made up of 2 fully qualified first aiders, with the remainder holding the 1 day emergency first aid certificate)

The following people have responsibilities for:

Name	Responsible for:
Karole Sargent / Karen Miller	Ensuring that a risk assessment is in place to determine the appropriate level of first aid cover throughout the whole of the school day (including off site activities)
Karen Miller	Keeping records of First Aid Qualifications and ensuring these are re validated
Rachel Hutchinson	Ensuring First Aid boxes are checked and restocked on a regular basis

Name	Date of Training	Type of training i.e. use of epi-pen
Mrs Rachel Hutchinson	Level 3 First Aid at Work 02/12/2020 annual fresher booked 25/11/2021 EpiPen Training booked 28/09/2021 Emergency Paediatric First Aid Award 6.1.2020 3hr paediatric annual skills update 17/06/2021 Safe Use of Medicines for Schools 02/09/2020	
Mrs Rachel Waller	Level 3 First Aid at Work 02/12/2020 annual refresher not booked 25/11/2021 EpiPen Training booked 28/09/2021 Emergency Paediatric First Aid Award 6.1.2020 3hr paediatric annual skills update 17/06/2021	
Mrs Emma Hancock	Emergency Paediatric First Aid Award 6.1.2020 EpiPen Training booked 28/09/2021 3hr paediatric annual skills update 09/06/2021	
Miss Cheryl Grand	Emergency Paediatric First Aid Award 6.1.2020 EpiPen Training booked 28/09/2021 3hr paediatric annual skills update 09/06/2021	
Miss Olivia Goss	Level 3 Paediatric First Aid Course booked 11 th Oct 2021 EpiPen Training booked 28/09/2021	
Miss Lianne Fox	Emergency Paediatric First Aid Award 6.1.2020 3hr paediatric annual skills update 09/06/2021 EpiPen Training booked 28/09/2021	
Mr Chris Webb	Safe Use of Medicines for Schools 02/09/2020 EpiPen Training booked 28/09/2021	
Mrs Caroline Maxwell Arthurs	Safe Use of Medicines for Schools 02/09/2020 EpiPen Training booked 28/09/2021	

Mrs Louise Gregory	Safe Use of Medicines for Schools 02/09/2020 Epipen Training booked 28/09/2021
Mrs Sally Moorwood	Safe Use of Medicines for Schools 02/09/2020 Epipen Training booked 28/09/2021
Mrs Kathryn Wright	Safe Use of Medicines for Schools 02/09/2020 Epipen Training booked 28/09/2021

8 Electricity

Electricity has the potential to cause serious harm, or even death and is treated as a priority with regard to maintenance and repair. The **Electricity at Work Regulations 1989** requires that all electrical systems and appliances are periodically inspected and maintained.

The visual checking, maintenance and repair of portable and transportable electrical equipment is the responsibility of the school.

Fixed installations i.e. sockets, light fittings and general wiring throughout the school will be tested at least every five years by a competent electrician. (This is carried out automatically for those that subscribe to the **Premises Package**).

Document	Location
Inventory of Portable appliances	School Office
PAT testing Certificate	School Office
Fixed installation test certificate	School Office

The following people have responsibilities for:

Name	Responsible for:
Chris Webb	Visually checking portable electrical appliances
Chris Webb	Arranging the testing of portable appliances
Chris Webb	Ensuring the five yearly checks are carried out on the fixed installation
Chris Webb	Arranging repairs / remedial work
Chris Webb	Showing key members of staff how to isolate the electrical supply in an emergency situation

9. Gas

Under the **Gas (Installation and Use) Regulations 1994**, there is a requirement for all gas appliances (central heating boilers, gas water heaters etc) to be checked, serviced and maintained by a competent (Gas Safe) contractor on an annual basis.

Document	Location
Gas Servicing Certificates	School Office

The following people have responsibilities for:

Name	Responsible for:
Chris Webb	Arranging the testing and maintenance of gas appliances

Chris Webb	Arranging repairs / remedial work
Chris Webb	Ensuring any work to gas appliances is carried out by a competent contractor (Gas safe)
Chris Webb	Showing key members of staff how to isolate the gas supply when it is not in use or in an emergency situation

10 Substances

The **Control of Substances Hazardous to Health Regulations** require an assessment to be made of the work processes that involve the use of substances that are hazardous to health.

At our school we ensure that all substances that fall within the COSHH regulations are kept to a minimum and are stored safely and securely out of reach of children. Hazard data sheets are available for all substances and a documented risk assessment is available for all work processes

Document	Location
Hazardous substances inventory i.e. cleaning/janitorial substances, science chemicals, glues and paints for art etc	School Office
Hazard Data Sheets	School Office
Documented risk assessments	School Office

The following people have responsibilities for:

Name	Responsible for:
Chris Webb	Keeping the inventory up to date
Chris Webb	Ensuring hazard data sheets are available
Chris Webb	Making sure that risk assessments are documented
Chris Webb	Making sure Personal Protective Equipment (where necessary) is provided and worn
Chris Webb	Training staff in the safe use and handling of substances
Chris Webb	Disposing of surplus substances safely

11 Educational Visits and Off-site Activities

The school complies with Local Authority guidance on educational visits. Plans for all off site visits are reported to the Governors on a regular basis. Specific approval is given by Governors for all residential visits and visits abroad. We currently use the EVOLVE on line approval system.

We have a named Educational Visits co-ordinator who has received the appropriate Local Authority training and is responsible for:

- ~ Supporting the Executive Headteacher when approving educational visits
- ~ Assessing the competency of leaders and other adults on the visit
- ~ Ensuring that all members of staff receive induction training in the schools process for educational visits
- ~ Helping and supporting members of staff with the planning of educational visits including help with risk assessments

Document	Location
Educational Visits Documentation	EVOLVE
Educational Visits Generic Risk Assessments	EVOLVE

The following people have responsibilities for:

Name	Responsible for:
Karen Miller	Educational Visits Co-ordinator
Karen Miller	Reporting Educational Visits to Governors
Karen Miller	Ensuring staff receive induction training in educational visits
Karen Miller	Ensuring post visit evaluation is completed

The following people have attended EVC training and also EVOLVE training

12 Medical Needs

There is no legal obligation requiring school staff to administer medication. However, this school recognises that children with medical needs have the same right of admission to a school setting as other children.

There is a clearly documented policy in place in school for dealing with medication and medical needs of children and this has been communicated to all staff. Some members of staff have received specific training to enable them to administer medication.

Document	Location
Medicines Policy	School Office
Pupils individual care plans	School Office
Consent Forms	School Office

13 Curriculum Safety

All teachers are aware of and familiar with the need to carry out risk assessment in their own area of work. They must ensure that they are aware of the risks which might arise from the tools, equipment, materials and processes that they plan for children to use. All guidance material from CLEAPSS (Consortium of Local Education Authorities for the Provision of Science Services), DATA (Design and Technology Association) and AfPE (Association for Physical Education – formerly BAALPE) will be available for staff.

The Governors and Headteacher have responsibility for making sure that staff are competent and attend training as appropriate

The following people have responsibilities for:

Name	Responsible for:
Chris Webb	Ensuring risk assessments are in place for all tasks
Class Teachers	Ensuring risk assessments are in place for class activities

14 Work Experience

The Schools Work Experience Co-ordinators will ensure that there is clear communication and co-ordination between placement providers, students and parents. All work experience placements will be vetted by a competent person and the co-ordinator will ensure that specific risk assessments have been carried out. They will also carry out on-site monitoring of placements

Document	Location
Safety on Work Experience	School Office
Risk Assessments	School Office

The following people have responsibilities for:

Name	Responsible for:
Karole Sargent	Work Experience Co-Coordinator
Karen Miller	Ensuring work experience placements have been vetted
Karen Miller	Making sure risk assessments are available and have been shared with students / parents

15 Staff Wellbeing and Stress

The health and wellbeing of all members of our staff is considered as part of the schools risk assessment process. All members of staff have the opportunity to contribute to the schools stress risk assessment. This is reviewed periodically and the findings shared with staff.

Document	Location
Stress Risk Assessment	School Office
Information relating to Employee Assistance Programme	Leadership Office

16 Monitor and Review

Measuring health and safety performance is important as we need to know how effectively we are controlling risk in our school. The arrangements that have been put into place will be monitored and reviewed on a regular basis to ensure that they remain effective. Monitoring will include checking that where responsibilities are delegated that individuals clearly understand their roles and responsibilities. Management information (which includes both active and reactive data) will also be considered to improve performance.

Useful Contacts

The Health and Safety Consultants

Contact details: 0114 2734082 or healthandsafety@sheffield.gov.uk

Health and Safety
Rotherham Metropolitan Borough Council
01709 823720
healthandsafety@rotherham.gov.uk

Wendy Lloyd

Contact details: 01709 254128 or wendy.lloyd@rotherham.gov.uk

The Occupational Health Team

Contact details: 0114 2930913

Useful Websites

[Schoolpoint](#)

[Technology Forge](#)

www.hse.gov.uk