



HIGHGATE
PRIMARY SCHOOL

Health and Safety Policy

September 2020

Context

The “Health and Safety at Work etc. Act 1974” (HSWA) and subsequent regulations place obligations upon employers, their employees, and the self employed, in respect of measures to safeguard everyone involved in, or affected by, work activities. These obligations have been developed during the years since the original HSWA and through the issuing of regulations and approved codes of practice.

This process of development may be expected to continue and has been given additional impetus through the embodiment into UK law of EC Directives, of which the “Management of Health and Safety at Work Regulations 1992” is a significant example. This health and safety policy serves the dual purpose of drawing together into one document those procedures and guide-lines which have been developed within the school in response to the regulations that currently apply and a framework for future developments and updating that may apply as necessary.

Responsibility for the production, updating, and development of this policy lies with the Headteacher, but the actual updating and amendment may be delegated. All employees and contractors are required to be familiar with this policy, to understand it and to act in accordance with its requirements.

All employees and contractors have a legal obligation to work and act with due regard to the health and safety of themselves and others, to co-operate in complying with statutory duties, and not to intentionally or recklessly misuse anything provided by the school in the interests of health, safety and welfare.

This policy is issued with the authority of the Headteacher and its requirements are binding upon all employees.

Roles and responsibilities

Governing Body

Whilst Governors do not have to actually implement the health and safety policy of the school, they do have a role in ensuring that the school has a suitable Health and Safety Policy in place and that it is acted upon.

By ensuring that the Health and Safety Policy is developed and implemented, the Governors will be discharging their legal requirement of ensuring the health, safety and welfare of the school’s employees and the health and safety of those not in their employment i.e. pupils, parents, visitors and contractors.

The Governors must also ensure that the senior school management operates safe school premises with safe equipment, materials and substances.

The Governors also ensure that the policies and standards laid down by the LA are adhered to.

To ensure that the above are in place it will be necessary for the Governors to periodically inspect the school and ask specific questions of senior school management to ensure compliance.

Headteacher and School Business Leader

The Headteacher retains overall responsibility for ensuring the health, safety and welfare of all the employees and the health and safety of pupils, visitors and contractors.

The following duties are managed by the School Business Manager, however overall responsibility rests with the Headteacher to ensure they are carried out.

- take day to day responsibility for all health and safety matters affecting the school;
- ensure effective communications on health and safety matters exist between the school and the Children's Service Safety Advisers;
- ensure compliance with health and safety law;
- provide Governors with an annual report on matters affecting health and safety within the school;
- together with school staff, assess and control the risks to persons, from hazards within the school, and any of its activities, wherever they are undertaken;
- provide equipment and articles for the school that are adequate for their intended use, are correctly serviced and properly maintained;
- ensure hazardous substances, i.e. cleaning substances, are properly used, stored and disposed of;
- maintain first aid and accident reporting systems that are suitable for the school;
- evaluate the need for health and safety training for school staff and arrange for its delivery;
- bring to the attention of the Governing body or the LA, any matter of health and safety that can not be resolved or is of substantial or imminent danger to any person;
- liaise with contractors, or their representative undertaking work on the school site, to ensure the safety of any persons exposed;
- ensure arrangements for fire prevention within the school are adequate and that suitable arrangements are in place for testing the fire alarm systems, fire fighting equipment, emergency lighting etc. and that records are maintained;
- ensure adequate fire drills are carried out and their results recorded;
- keep the school's health and safety policy under review and bring any amendments to the notice of all staff;
- ensure that adequate emergency procedures exist in relation to fire, gas leak, intruder etc.;
- ensure that the school has access to competent health and safety advice.

Deputy Headteacher

The Deputy Headteacher will assume the duties of the HT when deputising for the HT. It is therefore important that the Deputy Headteacher is fully familiar with all aspects of the school safety policy.

Educational Visits Coordinator

The Educational Visits Coordinator (EVC) is assigned the responsibility for Educational Visits

All employees

All employees are to be familiar with the school safety policy and:

- ensure that they work in ways that are safe and without risk to themselves, the pupils other staff or visitors;
- co-operate with those who have a duty to ensure health and safety by adhering to advice, instructions and procedures for health and safety;
- report any unsafe practices which come to your notice;
- participate with the school to improve the standard of health and safety.

Facilities Manager

The Facilities Manager has very specific and important roles to play in the implementation of the health and safety policy for the school.

The Facilities Manager will ensure:

- staff within their control are adequately trained or instructed to perform the duties for which they are employed;
- the COSHH assessments have been carried out, up to date, and the assessment sheets available to staff who need them;
- all staff using chemicals have been informed of the dangers from the chemicals they use and the control measures that are in place to prevent them from being harmed;
- all staff using chemicals are informed of the first aid treatment required in the event of them coming into contact with the chemicals;
- risk assessments have been carried out on all hazardous activities undertaken by the department i.e. using ladders, entering boiler rooms etc.
- Regular inspection of small electrical items.

Health and Safety Procedures

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Animals in school

Animals can play an important role in the education of children. Children can learn about their needs and characteristics. Only suitable animals should be used in the school and proper planning considered for their welfare, particularly during holiday times. Recognised publications should be used to determine suitable animals and should be available when keeping animals in school.

The school has adopted the following principles relating to the care and management of animals on school premises:

- Be aware that there are some animals and plants that cannot be taken from the wild.
- Have a reliable reference book available on the animal such as those produced by the RSPCA.
- Only obtain animals from reputable suppliers.
- Ensure that children wash their hands before and after handling animals.
- Animal houses to be kept clean and disinfected as required.
- Do not allow contact between school animals and wild animals to avoid transmission of disease.
- Do not allow children to bring dead or injured animals in to school.
- If animals wander on to floors or tables wash afterwards.
- Teach children how to handle the animals with care.
- Feed animals correctly.
- Any animal bites and scratches should be washed carefully. Seek medical advice if there is any risk of infection.

Asthma

Guidelines for dealing with an asthmatic attack are made known to all staff.

Details of all of the children in the school who have an asthmatic condition are contained in the school medical register that all staff are aware of and can access.

All teachers are aware of the location of each child's inhaler and where spare ones are stored. Supply teachers must be made aware of the children in the class with asthma.

For most children, their inhalers are kept in the classroom. Some children manage their own inhalers and keep them on their person at all times. The class teacher or teaching assistant administers daily medication to those children who need it.

Accident reporting

All accidents are recorded in the school accident book, which is kept in the school medical room.

Reports are completed by the member of staff who deals with the accident. More serious accidents to pupils and any accidents to staff, visitors, or contractors are notified to the LA by the school's Pastoral Support Officer.

Notifiable injuries, as shown by the LA, are declared to the Health and Safety Executive local office and the LA.

Where a child is taken directly to hospital from school, the Health and Safety Executive is notified. Where a child has suffered a head bump, a text message is sent home to advise the parent. Where a child has suffered a head injury, parents are notified immediately.

The accident book contains the following information:

- name of injured person;
- time, date and place of the injury,
- what happened to cause the injury,

- the injury sustained,
- treatment given,
- name of any witnesses.

More serious accidents are investigated to try to prevent it happening again. This investigation is documented.

The record of accidents is checked regularly for trends and possible causes.

Auditing of the safety system

The safety system is regularly checked to ensure that it remains up to date and effective. A safety audit is carried out annually by the Health and Safety Committee.

As part of the audit, the auditors check Health and Safety records and walk through all parts of the school to look for failings in the system.

Blood, avoiding contamination

All staff are familiar with this procedure before dealing with injuries where there is blood:

- Wash hands first
- Put on disposable gloves
- Clean any wound as necessary or ask first aider to treat
- Dress any wound if necessary
- Dispose of the gloves and wipe or contaminated material in a plastic bag, seal if possible, and dispose of in the main bin. If there is a yellow bag system in place, use the yellow bag
- Wash hands thoroughly again
- Record incident in the accident book

Cash handling

All cash is kept in the school safe or dedicated strong room. Cash is not stored on the premises for longer than necessary.

Chemical safety

The most hazardous chemicals used in the school are cleaning chemicals used by the cleaners and site manager's room when they are not being used. Teachers do not keep their own small stock, or spray, for their own cleaning jobs.

- Chemicals and cleaning chemicals are always stored in their own container with the original label and warnings showing clearly on the container.
- Never use food or drink containers to store chemicals.
- We keep only small quantities of the chemicals.
- Any spillages are cleaned up at once.
- Children are taught to recognise the orange warning symbols, which they may come across on household containers, such as bleach, disinfectants, lavatory cleaners, oven cleaners, paint strippers etc., and warn of the dangers.
- Protective clothing is available when using chemicals.

COSHH assessments are carried out before using chemicals and the user informed of the dangers and control measures to be in place for that chemical. There are suitable first aid arrangements available for treating chemical splashes.

Reference: The Control of Substances Hazardous to Health Regulations.

Contractors on site

Contractors on site are supervised by the Facilities Manager, who is aware of the school's responsibilities regarding contractors.

- Checks are made for competence and insurance.
- Contractors provide risk assessments as necessary.
- Before any work commences, a meeting is held on site with the contractor to agree how potential problems can be avoided.

In order for a contractor to be appointed, the need to satisfy the following:

- be capable of carrying out the work in a competent manner, either by qualification or experience;
- can supply the resources to satisfactorily complete the job, without up front payment;
- able to supply several satisfactory references, which should be checked;
- is a member of the relevant trade association;
- has sufficient, and up to date Public Liability Insurance, ask for a copy of the certificate and keep it on file, diary date the expiry to check for renewal;
- has an up to date and meaningful safety policy;
- has documented risk assessments;
- agree to abide by the school Health and safety Policy and rules, in writing;
- clearly state what work will be done, at what cost, and by when, in writing, before the work commences so that understanding and agreement can be reached.

Electrical safety

The following procedure is adhered to in the use of electricity:

- All portable electrical appliances are tested annually. The Facilities Manager is trained to carry out PAT Testing. PAT testing has been carried out 'in-house'.
- Staff are instructed to visually check each item of electrical equipment before it is used and to look for signs of burning, damaged cables, loose covers etc.
- Any faults are reported to the Facilities Manager immediately and the equipment taken out of use until it is suitably repaired.
- No one is allowed to work on any electrical circuitry or equipment unless competent to do so.
- Staff are aware of the dangers of trailing cables and are forbidden to have trailing cables across walkways.
- Four way extension blocks are secured to the wall or computer trolley to prevent them being tangled in feet. This prevents tripping hazards and damage to equipment.
- The fixed electrical installation is tested at about five yearly intervals.
- Staff are instructed not to use personal electrical items to school until they have been PAT tested by the procedure described above.

Fire safety

- Fire drills are carried out at least once per term. The time taken to evacuate the school is recorded.
- During some of the fire drills, we notionally block off one of the escape routes to more closely simulate a fire situation.
- The fire alarm system this is tested by an approved contractor on a regular basis
- Any faults on the systems are reported to the contractor immediately.
- Break glass points are tested weekly by the site manager from a different point each time and a record of this is held.
- All records of the alarm system tests and fire drills are kept by the administrative officer.

- Fire assembly points are known by all staff members
- Registers are taken to the assembly point by the administrative officer to carry out a roll call.
- Fire extinguishers are serviced regularly.
- Staff are to ensure fire exits are never blocked.
- Fire exit doors are checked regularly to ensure that they are in good condition and can be opened.
- Fire signs are adequate and updated to comply with recent changes to regulations.
- Fire Marshals 'sweep' the building in the event of a fire or alarm to ensure it is empty and that doors are closed.

All staff, and particularly visitors, are made aware of the fire arrangements.

First aid

The school will endeavour to have at least four three-day qualified first aiders to allow for cover during school visits. Where possible the remaining staff will have received the basic one-day first aid training.

A list of the qualified first aiders is available in the medical room. All staff are made aware of the first aiders and their location.

First aid kits are available in the school, kept in the medical room, and their contents checked and replenished as necessary by the nominated first aider. Only first aid items are held in a first aid kit. There are no creams, lotions, tablets etc. in the kit.

Portable first aid kits are available, suitably stocked and taken on all visits away from the school.

In the event of a more serious injury, such as:

- unconsciousness;
- severe bleeding;
- object stuck in throat;
- deep cut that may require stitching;
- suspected fracture;
- severe asthma attack;
- severe reaction to bites or stings;
- swallowing or suspected swallowing of toxic substance;

The schools Dials 999 and asks for an ambulance,
Parents are called immediately.

Flammables

Flammable materials are kept to an absolute minimum and only stored on the school premises within approved fire resistant container.

Health and safety assistance

The school seeks the assistance of the Health and Safety Officer of the Local Authority as necessary. This officer provides advice, guidance and training on health and safety law and what the school needs to do to comply with that law.

Inspections of the school

The school is inspected regularly by the Business Manager and the Facilities Manager for any defects that could lead to an accident or ill health of any occupant. These inspections are carried out normally once per half term, and the results shared at the half termly Health and Safety Meeting.

Intruders

All members of the school community share responsibility for identifying and reporting possible intruders. Reports are made to the school office. The “school safe” system is used for contacting the police and triggering the school telephone notification tree.

Potential intruders are approached and asked “May I help you?” or “Is someone helping you?” If necessary, intruders or unwelcome visitors are seen off the premises. The police are called if there is any cause for concern or any disturbance on the school premises.

In the case of any emergency, including an intruder or unwelcome classroom visitor, a ‘Red Card’ is sent by the staff member to the HT, office or any available member of the leadership team.

Ladders and stepladders

Extending ladders

Where extending ladders are used, normally by the Site Manager and Assistant Site Manager(s), proper instruction or training is received. Roof work, even retrieving balls, is not undertaken during windy or severe weather.

Stepladders and kick stools

There are sufficient stepladders or kick stools provided around the school to prevent staff from using chairs for access to high shelving or putting up displays. Staff should receive basic instruction in the use of step ladders to ensure that they are aware that they must not have any degree of side loading and that the top step should not be stood on, unless it is designed for this, and has a suitable rail to support the user.

Staff are advised to get support from a colleague if using a ladder or stool as necessary.

Manual handling

All staff are made aware of the risks associated with manual handling. Staff are advised to avoid manual handling as much as possible. Manual handling includes lifting, pulling, pushing, moving and carrying. Where there are manual handling tasks to be carried out then a suitable risk assessment is carried out to determine if the risk can be reduced. This is particularly important where the school has disabled pupils who may need assistance for certain tasks.

Where a manual handling assessment for a pupil is needed, it is likely that specialist assistance will be required.

Where staff have to carry out manual handling operations then the appropriate level of training is provided.

Seeking assistance with the task can often reduce the risks for simple handling tasks.

Where necessary, a removal company is employed to move large items of furniture or equipment.

Office safety

The office is checked to ensure that:

- Trailing cables from computers do not cause tripping hazards.
- A Display Screen Assessment is carried out to ensure that the school administrative officers are not exposed to risks from repetitive strain injury or work related upper limb disorder. The administrative officers are involved in the assessment.
- There is adequate storage provided for files etc.
- Space on top of high cabinets, under the desks and open floor areas are not used for storage.
- The office floor is kept free of delivery packages.

Off-site visits

An off site visit is any visit where the children are taken away from the school site. The Educational Visits Coordinator has responsibility for off site visits and ensuring procedures are followed at all times. The school follows procedures set out in its Educational Visits Policy.

Personal property

Staff are responsible for the security of their own personal items. These can be deposited in the office or staff room lockers during the day. Pupils are discouraged from bringing valuables into school. Pupils can ask the class teacher or administrative officer to look after small quantities of money or mobile telephones they may bring in to school.

Pregnant workers

When a member of staff has become pregnant the Headteacher is notified and an appropriate assessment carried out to ensure that the duties performed do not cause her, or her unborn child, any harm.

Risk assessments

Risk assessments are carried out by the school in order to minimise risk and to comply with legislative requirements. The risk assessment process is led by the Headteacher, but includes members of the Health and Safety Committee. Each risk assessment looks at the hazards encountered, who may be harmed by them, how they may be harmed, the control measures that are in place or need to be put in place. The findings of the risk assessment are brought to the attention of staff and the assessment reviewed and revised as necessary. The review takes place annually but risk assessments are updated if there are changes that require it, such as building work being carried out at the school.

Safety training

The safety training needs of the school are considered by the Health and Safety Committee and the appropriate training arranged for staff.

Safety training is given to new staff as soon as they join the school using the school's SmartSafe online training modules and includes modules on fire safety and health and safety. Staff are also made aware of this Health and Safety Policy and the procedures for implementing it. The Headteacher arranges refresher training annually.

Security

We aim to make the school secure during the day. Doors are not left open where this would allow unauthorised access.

Stress

Staff are aware that stress is not a sign of weakness and that it should be discussed openly. Staff are encouraged to support one another. The Headteacher and senior school managers are aware of the signs of stress and aim to provide support as necessary. Stress is considered when carrying out the risk assessments for the school.

Particular attention is paid to signs of stress during difficult periods i.e. coming up to and during Ofsted inspections etc.

Valuable equipment

All valuable equipment (over £500) is security marked and an inventory compiled and maintained by the School Business Leader in conjunction with the Site Manger and ICT Coordinator.

Visitors

Visitors to the school are directed to the main office. Visitors, even regular visitors, contractors etc, sign the visitors' book at reception. The school issues badges for visitors. Visitors sign out at the end of the visit.

If unknown visitors are encountered in the school, or are not wearing a valid badge, members of staff follow the procedure set out in the Intruders section.

Waste

Waste bins are located in the Ladies Toilets and in the Medical Room for sanitary and medical waste and are emptied on a regular basis.

Links to other policies

Please refer to:

- Attendance Policy
- Educational Visits Policy
- Fire Safety Policy
- Guidance on appropriate use of touch
- Lockdown Procedures
- Managing Medicines in School
- Risk Assessments
- Safeguarding Policy

Policy Communication and Review

This policy is available on the school website and a copy of this policy will be available to all members of the school community through the school office.

This policy will be reviewed annually by the Governor's Curriculum Committee.

Safety policy statement

The Headteacher of Highgate Primary School fully accepts his responsibilities under the "Health and Safety at Work Act 1974" to provide the resources to ensure the health, safety and welfare of both staff and pupils.

The school is committed to identifying, then eliminating or controlling, any hazards encountered in the school or on the site.

The Headteacher will monitor this safety policy and revise it as necessary.

The school is also committed to the safety of others, not employed by the school, who may be affected by the activities of the school, including pupils, helpers, visitors, contractors on site.,

This statement, together with the safety policy, will be communicated to all members of staff via the school's regular training sessions and through induction training for new staff. A copy of the policy is referred to in the staff handbook, which is issued to every member of staff.

Signed

Headteacher

Date.

Signed

Chair of Governors

Date

Appendix: Health and Safety Responsibilities

People who are trained to administer medication:

All staff have been trained in administering both Epi-pens and inhalers.

Accident Reporting

- Minor bumps, cuts and bruises are recorded in the school's Accident Book
- Accidents requiring attention by a named first aider are recorded on a School Accident Sheet
- Accidents requiring hospital treatment are reported to the Local Authority, using the Haringey Accident Reporting Form by the school's Facilities Manager
- Serious accidents and incidents are reported to RIDDOR by the school's Facilities Manager

Named first-aiders

All members of staff have been trained in basic first aid and are qualified to deal with minor bumps, cuts and bruises. When the injury is more serious a named first aider is called.