



Templemoor Infant and Nursery School Health and Safety Policy

Policy Adopted	21 st May 2014
Committee	Resources and Safety Committee
Last Reviewed	20 th June 2019
Next Review Date	20 th June 2020

TEMPLEMOOR INFANT AND NURSERY SCHOOL HEALTH AND SAFETY POLICY

CONTENTS

PART 1: POLICY STATEMENT

- 1.1 Statement of the Governing Body
- 1.2 Policy Objectives

PART 2: HEALTH AND SAFETY ORGANISATION

- 2.1 The Local Authority
- 2.2 The Governing Body
- 2.3 The Headteacher
- 2.4 Deputy Heads
- 2.5 Senior Leadership Team
- 2.6 Staff
- 2.7 Caretakers
- 2.8 School Health and Safety Lead
- 2.9 School Business Manager
- 2.10 Premises Managers
- 2.11 Visitors, Members of the Public and Volunteers

PART 3: ARRANGEMENTS FOR HEALTH AND SAFETY

- 3.1 Accident Reporting, Recording and Investigation
- 3.2 Asbestos
- 3.3 Construction work and Contractors
- 3.4 Curriculum Safety
- 3.5 Electrical Equipment
- 3.6 Fire Safety
- 3.7 First Aid
- 3.8 Glass and Glazing
- 3.9 Hazardous Substances
- 3.10 Health and Safety Advice
- 3.11 Legionella
- 3.12 Lettings
- 3.13 Lifting & Handling
- 3.14 Lone Working
- 3.15 Maintenance / Inspection of Equipment
- 3.16 Medications
- 3.17 Personal Protective Equipment (PPE)
- 3.18 Personal Safety of Children
- 3.19 Playground Safety
- 3.20 Pregnant Employees
- 3.21 Reporting
- 3.22 Risk Assessments
- 3.23 School Trips/ Off-Site Activities
- 3.24 School Transport
- 3.25 Smoking
- 3.26 Staff Consultation
- 3.27 Staff Health and Safety Training and Development
- 3.28 Staff Well-being / Stress
- 3.29 Use of VDU's / Display Screens
- 3.30 Vehicles on Site

- 3:31 Violence to Staff / School Security
- 3:32 Visitors to the school
- 3.33 Working at Height
- 3.34 Monitoring and Workplace Inspections

4.0 Contacts for more information

PART 1:

1.1 STATEMENT OF THE GOVERNING BODY

The Headteacher and Governing Body of Templemoor Infant and Nursery School recognise their responsibilities under the Health and Safety at Work etc Act 1974 and will take all reasonably practicable steps to provide safe and healthy working conditions, equipment and systems of work for all employees, children and others affected by their activities, actions or omissions.

The Headteacher and Governors are committed to providing and maintaining a working and learning environment that is safe and to the sensible management of risks involved in its activities and this is established by the allocation of specific duties and by the arrangements detailed in parts 2 and 3 of this policy.

In relation to health, safety and welfare, the Governors will act within the policy framework advised by Trafford Council. The Health and Safety Policy of the Council will be observed and acknowledged.

The Headteacher will provide leadership in matters of Health and Safety within the School and promote a safe and healthy working environment. The Headteacher will make the necessary arrangements to secure compliance with all health and safety requirements, to write them down and circulate this information to all appropriate persons, to monitor the implementation of the arrangements, and keep them under review.

All those involved in providing and maintaining a safe and healthy working environment will be responsible for assisting in achieving the aims and objectives identified and will play a positive role in promoting a healthy and safe working environment.

1.2 POLICY OBJECTIVES

The Headteacher and Governors will ensure, so far as it is reasonably practicable, the effective implementation of the school Health and Safety Policy with a view to achieving the following objectives:

- Ensuring, so far as is reasonably practicable, the provision of adequate measures to comply with health and safety requirements;
- Commitment to a planned approach to managing health and safety ensuring the framework set by the Health and Safety Policy is implemented, monitored and reviewed;
- Ongoing consultation involving all employees in the pursuit of the aims and objectives of the Policy, achievement of health and safety standards and to ensure co-operation and competence of all those involved;
- Responsibility is properly delegated and accepted at all levels of management;
- Provision of a safe working environment for all employees, and working conditions, which do not involve any risk to health;

- Provision of a safe environment for children and any other persons visiting the premises (e.g. parents and contractors).
- Staff receive adequate information, instruction, training and supervision to enable them to work safely.
- Provision of formal teaching on health and safety matters in the curriculum so that the pupils are made aware of these issues and of their own rights and responsibilities;
- Equipment provided is safe, maintained and suitable for use and that adequate arrangements are in place to maintain the equipment;
- Appropriate measures are taken to remove hazards and where the hazards cannot be removed reduce risk arising from them as low as is reasonably practicable;
- Bringing to the attention of appropriate employees all known health and safety hazards;
- Ensuring that appropriate steps are taken to ensure that rules and procedures governing the School's activities, including emergencies, are formulated, observed and enforced;
- Ensuring that there are formal procedures in place for the prompt reporting of accidents, work related ill health, dangerous occurrences or incidents involving violence and aggression, to the Council's Health and Safety Unit and that any preventative measures are put in place to prevent recurrence;
- Ensuring there is co-operation, communication and assistance with the Council's Health and Safety Unit in their audit of arrangements and investigation of accidents, work related ill health, dangerous occurrences or incidents involving violence and aggression.

PART 2: ORGANISATION

2.0 ORGANISATION

2.1 The Local Authority (LA)

The LA is responsible, as employer, for:

- a) Recognising and accepting its responsibilities for the health, safety and welfare of its employees, children and visitors to the premises.
- b) Provision of policy and guidance to all schools purchasing the Service Level Agreement with the Health and Safety Unit, to ensure schools comply with health and safety obligations and attain the required health and safety standards.
- c) Ensuring effective monitoring is carried out by undertaking periodic inspections to evaluate the health and safety performance of schools in Trafford Council and to identify areas for improvement.

2.2 The Governing body

The Governing body still have a role as employers (under the LA) and under the Health and Safety at Work Act (1974), Management of Health and Safety Regulations and other legislation.

The Governing body will appoint a Governor to oversee Health and Safety matters and will receive reports from this Governor, to ensure the school complies with all relevant legislation.

Governors can satisfy their employer by:

- a) Accepting their health and safety responsibilities and establishing appropriate committees/mechanisms through which to consult staff (via the Headteacher) on health and safety matters;
- b) Ensuring the organisation and arrangements of the school operate effectively;
- c) Taking into account Health and Safety issues when deciding on priorities for the School Development Plan;
- d) Managing the allocation of sufficient funds in order to ensure, so far as reasonably practicable, the premises and systems of work are safe and without risk to health;
- e) Making themselves familiar with the Council's corporate Safety Policy and the advice and guidance provided by the LA;
- f) Ensuring adequate risk control measures are in place in order to minimise risk to staff, children and others and that there are competent people to carry out risk assessments;

- g) Ensuring effective monitoring is carried out, to evaluate the health and safety performance of the school by involvement and evaluation of inspection reports from the LA, Headteacher and Safety Representatives;
- h) Ensuring procedures are set up for emergencies and employees are given information about these and other health and safety matters;
- i) Ensure adequate mechanisms are in place for reporting to them on health and safety performance (e.g. accidents) and the results of any monitoring
- j) Ensuring arrangements are in place to provide staff with adequate training, information, instruction and supervision

The nominated Health and Safety Governor with responsibility to oversee health and safety matters is Mrs. Alison Tariq.

2.3 The Headteacher

Headteachers are accountable for the implementation of Council policies, this policy and associated guidance within their School, with specific responsibilities for:

- (a) Ensuring compliance with statutory obligations by ensuring adequate information, instruction and supervision is provided to staff and carrying out regular monitoring and review of health and safety performance in School;
- (b) Ensure the effective planning and implementation of the School's Safety Policy, by incorporating appropriate organisational detail and local arrangements into Part 3 of this policy
- (c) Ensuring all staff for which they are responsible know and accept their responsibilities under this policy, the Health and Safety at Work Act 1974 and other Health and Safety legislation; whilst ensuring that staff are competent to carry out any such duties;
- (d) Ensuring that risk assessments are undertaken for work activities and periodically reviewed, as required by the management of health and safety at work regulations, and at intervals identified in Part 3 of this policy;
- (e) Ensuring safe systems of work and procedures are implemented and observed;
- (f) Assessing the needs of employees in relation to health and safety training, including induction and allowing sufficient time for those employees to attend training courses;
- (g) Ensuring that all accidents, injuries, near misses and dangerous occurrences are reported in accordance with the Council's reporting procedure;
- (h) Ensuring that all employees under their control have received suitable and appropriate training, both induction and specific, including training for any equipment they may operate,

- (i) Ensuring the appropriate investigation of all accidents, incidents and newly identified hazards ensuring appropriate action is taken;
- (j) Liaising, co-operating and informing any Trade Union representatives and Health and Safety representatives on matters of Health, Safety and welfare as and when required;
- (k) Ensuring all contractors' undertakings are fully compliant with health and safety regulations and take full account of health and safety issues affecting employees, children and any other users of the establishment;
- (l) Ensuring that, where necessary, specialist advice is obtained from a competent person e.g. from Health and Safety, Manual Handling, Fire Safety, or Occupational Health Advisors on matters relating to health, safety and welfare;
- (m) Including health and safety performance standards in their business plans, including any statutory tests and examinations required;
- (n) Arranging and being involved in inspections of the school premises at least once per term and ensuring that findings are reported to the appropriate governing body committee in accordance with the Council's monitoring policy;
- (o) Ensuring defective and faulty equipment, machinery, tools and vehicles are removed from the working environment immediately and reported as appropriate for specialist advice;
- (p) Ensuring any equipment purchased is suitable and has all the relevant Health and Safety information to enable safe use;
- (q) Ensuring all portable electrical equipment is made available to the relevant contractor for regular inspection;
- (r) Ensuring that all Personal Protective Equipment (PPE) purchased is suitable, compatible, provided free of charge and worn by staff. Where necessary, the correct storage must be provided for the PPE and it must be inspected as necessary to ensure fit for purpose;
- (s) Ensuring that the responsibilities of the premises manager (see section 2.9) are fulfilled.

2.4 Deputy Head

The Deputy Headteacher assists the Head in the day-to-day management of the school, and deputises for the Head during any period of absence. This includes ensuring that the duties delegated to the Headteacher are carried out in their absence.

2.5 Senior Leadership Team (SLT)

The SLT is accountable to the Headteacher for the safety of persons under their control.

In addition to the general duties which all members of staff have, the SLT will be directly responsible to the Headteacher, and have overall day-to-day responsibility for the implementation and operation of the school's health and safety policy within their relevant teams and areas of responsibility. It is also the responsibility of the SLT to assist with the writing of health and safety risk assessments, safe systems of work and procedures for all processes and work activities in which their teams are engaged.

As part of their day-to-day responsibilities they will ensure that:

- a) The employees (teaching and non-teaching) are:-
 - familiar with the requirements of the Council's and the School's Safety Policies;
 - made aware of the hazards in their areas of activity;
 - familiar with safe methods of work;
 - aware of action to be taken in an emergency;
 - aware of the First Aid facilities available.
- b) Safety rules and safe methods of work are observed and that protective equipment is utilised where appropriate;
- c) They inform the Headteacher of all accidents and incidents and to assist in the investigation;
- d) They initiate or recommend any necessary repairs or maintenance work in order to ensure that equipment under their control is maintained in a sound and safe condition;
- e) They set and maintain high standards of safe working/environment at all times and that staff, children and others under their jurisdiction are instructed in safe working practices;
- f) They monitor the standard of health and safety throughout the department in which they work and encourage staff, children and others to achieve the highest practicable standards of health and safety and welfare.

2.6 Staff (as employees)

Section 7 of the Health and Safety at Work Act places duties on all staff to take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work and to cooperate with the employer and their representatives so far as is necessary in order for the employer to fulfil any of the relevant statutory provisions.

Section 8 of the Health and Safety at Work Act makes reckless interference with or misuse of anything provided in the interest of health, safety or welfare an offence.

All employees have responsibility for

- a) Carrying out their duties in accordance with the Health and Safety Policy;
- b) Taking reasonable care of themselves and other persons whilst at work;
- c) Co-operating with the Headteacher and others in school to comply with legislation;
- d) Engaging in consultation and development of health and safety procedures to promote positive employee involvement;
- e) Following instruction and information on safe working procedures and using plant, substances and equipment safely;
- f) Attending health and safety training courses provided;
- g) Reporting defects or damage to equipment and safety hazards to the relevant person(s);
- h) Reporting all accidents and incidents to the relevant person(s);
- i) Exercising effective supervision of their children and to know and carry out the procedures in respect of fire, first aid and other emergencies;
- j) Integrating 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;

2.7 Caretaker

In addition to their responsibilities as an employee, the caretaker is responsible to the Headteacher for any duties which are delegated to them by the Headteacher as outlined in the Caretaker Job Description.

2.8 School Health and Safety Lead (Mrs Kate Beck – School Business Manager)

The School Health and Safety Lead has the following duties:

- a) co-ordinate and manage the annual risk assessment process for the school;
- b) co-ordinate the annual general workplace monitoring inspections and performance monitoring process;
- c) make provision for the inspection and maintenance of work equipment throughout the school;
- d) manage the keeping of records of all health and safety activities;
- e) advise the Head Teacher of situations or activities which are potentially hazardous to the health and safety of staff, children and visitors;

- f) ensure that staff are adequately instructed in safety and welfare matters in connection with their specific work place and the school generally; and
- g) carry out any other functions allocated by the Headteacher or Governing Body.

2.9 Premises Manager (Mrs Kate Beck – School Business Manager)

Staff in charge of premises have a duty in law to ensure health and safety on the premises under their control and this should include, where appropriate, production of additional safety rules to supplement this policy.

In addition to the responsibilities outlined above, so far as is reasonably practicable, the main health and safety functions for premises managers will be with regard to:

- (a) Ensuring that fire risk assessments are carried out for the premises; emergency procedures including emergency evacuation plans are in place and the Council's Fire Policy is complied with;
- (b) Ensuring that the Council's Asbestos Policy is complied with, including the preparation of an asbestos management plan for the premises;
- (c) Ensuring that work equipment including fire fighting, portable electrical, lifting and other equipment is adequately maintained and accompanied by all necessary records;
- (d) Ensuring that routine cleaning work is carried out to an appropriate standard;
- (e) Ensuring that all premises users and visitors are made aware of any activities or conditions that could create risk to their health and safety and of the emergency evacuation procedures;
- (f) Ensuring that maintenance work and repairs required (for example to internal doors and windows) are reported to the appropriate person and carried out adequately and safely;
- (g) Ensuring that any structural or other problems that become apparent and that are not covered by the establishment's budget are reported to the relevant Council departments soon as possible;
- (h) Ensuring that general building and maintenance work is carried out by appropriately qualified and experienced trades people in compliance with the Council's Managing Health and Safety in Construction Work Policy and Guidance and the building regulations;
- (i) Ensuring that testing, inspection and maintenance, work in relation to electrical, gas, lifts, water, fire safety and other installations and equipment is carried out by appropriately qualified and experienced trades people to current legislation and standards;

- (j) Ensuring the safe condition, operation, maintenance and storage of equipment on the premises;
- (k) Ensuring the safe use, handling, storage and transport of substances on the premises;
- (l) Seeking advice from the Council's Health and Safety Unit where unsure of the competence of trade persons or the current legislation and standards.

2.10 School Business Managers

In addition to their responsibilities as an employee, the School Business Manager is responsible to the Headteacher for any duties which are delegated to them by the Headteacher.

2.11 Visitors, Members of the Public and Volunteers

Visitors and members of the public should be asked to co-operate with the health and safety arrangements put in place by the school to protect them when using the school premises or land.

Where volunteers are employed to undertake work on behalf of the School they will for all intents and purposes be regarded as employees. Line managers will therefore have responsibilities for undertaking, in particular, thorough risk assessment and implementation of control measures, together with ensuring that volunteers have received adequate information, instruction, training and supervision for the tasks they will be undertaking.

PART 3: ARRANGEMENTS FOR HEALTH AND SAFETY

Health, Safety and Welfare

The following procedures and arrangements have been established within the school to minimise health and safety risks to an acceptable level:

3.1 Accident Reporting, Recording and Investigation

The School will follow the Council's Accident reporting and Investigation Guidance.

- All staff should report all accidents, incidents and near misses to employees, visitors and contractors working on the premises. Line managers will investigate such incidents and identify and implement means to prevent a recurrence.
- When an accident happens to any employee or other (adult) person the Headteacher or Health and Safety Lead must complete an Accident/Incident report form **HS1**. A copy must be retained in school and the original sent to the Health and Safety Unit within 3 days of the accident occurring.
- Where a child has been taken directly to hospital from the school site, or injuries to children which 'arise out of or in connection with work' (e.g. are due to defects in the premises or in management controls) this should also be reported

and recorded on the Accident/Incident report form **HS1**. The form should be sent to the Health and Safety Unit within three working days.

- The details of any employee who is suffering from a reportable disease must also be reported to the Council's Health and Safety Unit (Details of which diseases are reportable may be obtained from the Health and Safety Unit.)
- The Head Teacher will periodically scrutinise the pattern and causes of accidents as recorded and will bear these in mind when introducing preventative measures against risks.

3.2 Asbestos

To minimize risk from asbestos containing materials on the school's premises, the school will maintain a safe and healthy environment by complying with all regulations and Trafford Council's policy concerning the control of asbestos and ensuring that all contractors are made aware of the asbestos register for the school upon arrival at site.

An Asbestos Management Plan, detailing asbestos survey reports, is held by the Headteacher and School Business Manager. Permit to work documentation is made available to contractors working on site. All contractors are required to read and sign a permit to work form (**HS 16 Form**).

The person responsible for monitoring asbestos and ensuring the Asbestos Management Plan is followed and reviewed is Mrs Kate Beck – School Business Manager.

3.3 Construction work and Contractors

The school will follow the Council's Managing Health and Safety in Construction Work Guidance and Control of Contractors on Site Guidance.

Work arranged through the Council

When major and minor works are arranged through the Council, the appropriate Service Area within the Council takes responsibility for the drafting of contracts, vetting of contractors and inspection of works and will liaise with the Head about site specific contractual arrangements such as access and egress, hours of work etc.

Local Contracts

When the school contracts directly, the contractor is responsible for ensuring, **so far as is reasonably practicable**, the health and safety of themselves, their employees and persons who might be affected by their activities.

The school will ensure the health and safety of its employees, children, visitors (which includes the contractor).

The school will follow the advice given in relevant Trafford Council Policy Guidelines, including the vetting of contractors before a contract is awarded. In particular, the school will:

- Check the competence of contractors and visiting workers (competence can be judged from past experience, recommendation, pre-selection evaluation, or a combination taking into consideration nature and scale of the works required);
- Examine risk assessments as appropriate to check that contractors and others have correctly interpreted any site specific conditions etc;
- Ensure all significant risks on site have been clearly identified;
- Ensure there are arrangements for monitoring and controlling works in progress.

The Headteacher is responsible for the above.

Monitoring of the contractors on a day to day basis is the responsibility of Mrs Kate Beck – School Business Manager.

3.4 Curriculum Safety

- The school recognises that the curriculum requires that children should be taught how to identify and reduce risks in the way that they work. A balance must be achieved between independent learning and the necessary supervision to ensure safety.
- Teachers will ensure that they are familiar with all risks which might arise from the tools, equipment, materials and processes they plan for children to use.
- All teaching assistants must be informed of the safety procedures and practices relating to any of the activities that they support.

3.5 Electrical Equipment [fixed and portable]

Electrical equipment will be tested regularly by an approved electrical engineer who will take unsafe equipment out of use. All equipment will be made available to the contractors for testing.

The person responsible for ensuring all equipment is tested regularly is: Mrs Kate Beck – School Business Manager

The contractors who test equipment on site are appointed by Trafford Council.

3.6 Fire Safety

Trafford Council's Fire Safety Guidance will be followed by the school. Advice from the Fire Safety Adviser in the Health and Safety Unit will be taken by the school regarding safe practices during the school day and also when the school is being used for lettings/public performances.

Fire Procedures

- The school will co-operate with the relevant Council appointed contractor in ensuring that the fire equipment servicing is carried out regularly. The caretaker will be responsible for checking the equipment in between the annual visits. Other members of staff should report any defects that they see in the fire fighting equipment to the caretaker. Fire doors must not be propped open. All fire exit doors must be readily opened and free from obstruction.

The person nominated to carry out day to day checks on fire fighting equipment and alarms is Mr Andrew Roberts – Caretaker. Mrs Kate Beck is responsible for ensuring that these checks have been made.

The contractor responsible for servicing and testing of emergency lighting is Eric Charlesworth Ltd.

The contractor responsible for servicing and testing of the fire alarm is Eric Charlesworth Ltd.

The contractor responsible for servicing and testing of the fire fighting equipment is Walker Fire Ltd.

- Arrangements for evacuation are placed in each room in the school. The School Business Manager must check regularly that these notices are in good order.
- Fire drills must be carried out at least once a term, or when there are changes in circumstances. The effectiveness of these procedures should be discussed with the staff immediately and at meetings of the Governing body.
- In the event of a fire, the person finding the outbreak should immediately activate the nearest alarm. The appointed person must then ring the emergency services. Staff should not put themselves at risk in attempting to put out a fire, but staff trained in the use of fire extinguishers may attempt to put out a small fire if there is no personal risk.

3.7 First Aid

- The school will follow the statutory requirements for first aid and provide suitably trained first aid staff.
- The guidance issued by the Department for Education on First Aid for Schools has been adopted by the school.

The first aiders/appointed persons for first aid for the school are

Name	Paediatric First Aid Training
Sue Merryman	21 st May 2019 to 20 th May 2022 (Millie's Trust QA Level 3 Award in Paediatric First Aid)
Joanne Hardman	20 th November 2018 to 19 th November 2021 (Millie's Trust QA Level 3 Award in Paediatric First Aid)
Simon Bowers	16 th March 2017 to 15 th March 2020 (St John Ambulance 12 hours)
Leah McCartney	15 th March 2017 to 14 th March 2020 (St John)

	Ambulance 12 hours)
Ashleigh Simpson	22 nd April 2017 to 22 nd April 2020 (Summit Training 12 hours)
Claire Warmisham	11 th May 2017 to 10 th May 2020 (St John Ambulance 12 hours)
Suzanne Cundick	16 th March 2017 to 15 th March 2020 (St John Ambulance 12 hours)
Samantha Bradburn	27 th March 2018 to 26 th March 2021 (Millie's Trust QA Level 3 Award in Paediatric First Aid)
Scott Stakes	25 th May 2018 to 24 th May 2021 (Millie's Trust QA Level 3 Award in Paediatric First Aid)
Toni Phoenix	25 th May 2018 to 24 th May 2021 (Millie's Trust QA Level 3 Award in Paediatric First Aid)
Stacey Little	24 th July 2018 to 23 rd July 2021 (Millie's Trust QA Level 3 Award in Paediatric First Aid)
Stephanie Box	19 th October 2018 to 18 th October 2021 (Millie's Trust QA Level 3 Award in Paediatric First Aid)
Jayne Buchanan	22 nd July 2016 to 21 st July 2019 (British Red Cross)
Jeannie Cort	2 nd April 2019 to 1 st April 2022 (Millie's Trust QA Level 3 Award in Paediatric First Aid)
Holly Hayward	19 th October 2018 to 18 th October 2021 (Millie's Trust QA Level 3 Award in Paediatric First Aid)
Elaine Kitching	17 th May 2019 to 16 th May 2022 (Millie's Trust QA Level 3 Award in Paediatric First Aid)
Naomi Mayoh	7 th April 2017 to 6 th April 2020 (Summit Training 12 hours)
Sandra Stratford	14 th May 2019 to 13 th May 2022 (Millie's Trust QA Level 3 Award in Paediatric First Aid)
Stacey Wooler	18 th June 2018 to 17 th June 2021 (British Red Cross)

First aid boxes are located in each classroom. Joanne Hardman checks each First Aid Box weekly using a checklist inventory and informs the School Business Manager if further First Aid equipment needs replacing.

The following staff have been trained to use the defibrillator that is located centrally in the school hall:

Name	Defibrillator Training
Suzanne Cundick	07/03/19
Stuart Hodgson	07/03/19
Stacey Little	07/03/19
Zoe Salisbury	07/03/19
Leah McCartney	07/03/19
Samantha Bradburn	07/03/19
Sue Merryman	07/03/19
Joanne Hardman	07/03/19

3.8 Glass and Glazing

All glass in vulnerable windows, doors and side panels should be safety glass and all replacement glass in these areas will be replaced with safety glass meeting the requirements of BS 6206. There will be routine monitoring of areas where glass not conforming to the above standard had been covered in plastic film. The Local Authority is responsible for ensuring glazing meets the required standards.

3.9 Hazardous Substances

Trafford Council's Policy and Guidance for the Control of Substances Hazardous to Health (COSHH) will be followed by the school in respect of managing hazardous substances. Where hazardous substances are used, Mrs Kate Beck will undertake a Control of Substances Hazardous to Health (COSHH) risk assessment and adopt a hierarchy of control measures seeking to eliminate or substitute risk.

Substances used by contracted in services should have a COSHH assessment undertaken by the contractor (e.g. School Catering and Cleaning Services). Copies of these should be available on site for use by these staff.

3.10 Health and Safety Advice

Health and safety advice can be obtained from Trafford Council's Health and Safety Unit by telephone 0161 912 4919/ 4142, or by email healthandsafety@trafford.gov.uk or from other competent persons.

3.11 Legionella

The school has a legionella survey which is located in the school office. The School Business Manager is responsible for ensuring that any monthly temperature checks are completed and the weekly flushing records are completed.

3.12 Lettings

The School Business Manager will ensure that any hirer of the premises, for any event, is aware of his/her obligations under health and safety legislation and the school health and safety policies where appropriate.

3.13 Lifting & Handling

Trafford Council's Policy and Guidance on Manual Handling will be followed by the school. The regulations apply to any manual handling operation that may cause injury at work. These include not only lifting of loads, but also lowering, pushing, pulling, carrying or moving them.

- Any activities that involve significant manual handling tasks shall be risk assessed and where appropriate training provided for staff.
- Managers are responsible for assessing the appropriate approach to handling task and may seek professional advice from the Council.

3.14 Lone Working

Line managers will ensure that lone working is risk assessed and that appropriate control measures are put in place to minimise those risks. Solutions may include the provision of mobile phones, radios, in-out boards and other means of monitoring staff whereabouts.

During holiday periods, arrangements will be made to ensure the safety of the caretaker, cleaner, Headteacher or other staff who work alone.

Staff themselves have a responsibility to ensure their own health and safety and assist in the operation of any systems designed to provide for their safety.

3.15 Maintenance / Inspection of Equipment

Employers need to provide safe plant and equipment (i.e. heating systems, office equipment). This also includes staff using their own equipment. Whatever the source of the equipment it must be suitable for the task for which it is being used, properly maintained and used in a safe manner by staff trained in its use.

- There is a statutory requirement to service, testing and inspect certain equipment such as gas appliances and lifting equipment and records must be kept.
- Where inspections/servicing has identified the need for remedial action, the Headteacher will ensure that any necessary work required to maintain the safe operation of equipment is carried out in a timely manner.

3.16 Medications

Parents have the prime responsibility for their child's health and should provide schools with information about their child's medical condition.

There is no legal duty requiring school staff to administer medicines, however the school recognises that Children with medical needs have the same rights of admission to a school or setting as other children. Procedures will be put into place should the need to administer medications to pupils become necessary. Please see 'Managing Pupils with Medical Conditions Policy'.

3.17 Personal Protective Equipment (PPE)

Line managers will assess the need for PPE in risk assessment and COSHH assessments. Where it is determined that PPE is required suitable PPE shall be selected and provided at the school's expense. A record of PPE issued to staff will be made which will include details of any expiry dates so that equipment can be replaced as and when is necessary.

Staff are responsible for ensuring that they use PPE where it is provided.

3.18 Personal Safety of Children

Safety Education is an important element of the curriculum and forms part of the school programme for Personal, Social and Health Education.

Safeguarding: All staff must act on any suspicion that a child may have been, or may be in danger of harm, abuse or neglect. In the event of any concern the member of staff must inform the Designated Safeguarding Officers – Mr Stuart Hodgson or the Deputy Safeguarding Leads Mrs Shirley Brown or Mrs Suzanne Cundick. The member of staff should make a written record of the evidence/incident using CPOMS as soon as after the incident as is practical.

The Designated/ Deputy Safeguarding Lead will follow the procedures as set out in the schools Safeguarding Policy.

Physical Restrain of Children: The physical restraint of children must be avoided when ever possible. Any incident in which a member of staff has occasion to physically restrain a child must be reported to the Headteacher as soon as is practical. All such incidents must be detailed on CPOMS for that purpose.

3:19 Playground Safety

In icy conditions of ice and snow the Caretaker must ensure that adequate safe pathways are provided for people to cross the outside hard areas. In very cold weather the Caretaker must inspect the playground to ensure that any isolated ice patches are made safe. Teachers on playground duty in very cold weather must check the playground for any unsafe ice patches and inform the Caretaker immediately.

Staff supervising children at play must ensure that they can observe all the children in the area. In the event of any one supervisor being fully engaged in another activity he/she must inform other supervising colleagues.

All staff must take responsibility to ensure that gates to the playground remain closed and children do not leave the site during school sessions.

Any individuals entering the site should be directed to the School Office. Any individuals acting in a suspicious or unusual manner outside the school site must be reported to the Head or Deputy Headteacher.

3.20 Pregnant Employees

Any pregnant employee will require a specific risk assessment to be completed and their duties may need to be modified to take account of their changing capabilities.

3.21 Reporting

Headteachers will report when necessary to the Governors on Health and Safety matters and when necessary to Trafford Council's Health and Safety Unit and the LA.

3.22 Risk Assessments

Schools are expected to adopt and follow the guidance contained in the Council's Risk Assessment Guidance.

Risk assessment is the responsibility of the school's management at all levels. Those responsible for premises or curriculum areas must ensure that risk assessments are undertaken **and recorded** for significant activities.

Risks should be assessed in priority order and control measures identified and put in place that are proportional to the level of risk. The outcome of the risk assessments should be recorded and communicated to those affected and maintained on records of the establishment or service area. Risk assessments should be reviewed periodically (at least annually), where there is a change in circumstances or following an accident.

The Headteacher is responsible for coordinating and ensuring risk assessments are carried out.

3.23 School Trips/ Off-Site Activities

The school should follow Trafford Council's "Guidelines for Safety in Outdoor Education and on Educational Visits" and submit the required information to the Council's Outdoor Education Advisor via 'Evolve' relating to the activity, which has to be approved by the adviser.

The Educational Visits Lead in the school is Mrs Kate Beck. School Business Manager.

3.24 School Transport

The Head Teacher is responsible, in conjunction with the driver, for ensuring that vehicles kept or hired by the school are operated in accordance with the law.

Employees who are required to use their private vehicles for official business are personally responsible for ensuring that the driver has a valid licence and appropriate insurance and that the vehicle is roadworthy and fitted with a suitable seat belt for each passenger.

3.25 Smoking

The Governing Body has adopted a Smoke Free Policy within the school building and grounds.

3.26 Staff Consultation

The Headteacher, will make arrangements for full and proper consultation with employees on health and safety matters. The nominated safety representatives of each accredited trade union or staff association or other elected workplace safety representatives will be offered a role in these consultations.

3.27 Staff Health and Safety Training and Development

The Headteacher and other line managers (where appropriate) will undertake a training needs analysis to identify the competency requirements of specific job roles in terms of health and safety, and will ensure that appropriate training is delivered and training records held. This training needs analysis will be reviewed on a regular basis or on the introduction of new legislation.

The person responsible for identifying staff training needs is: Mr Stuart Hodgson (Headteacher)

3.28 Staff Well-being / Stress

The schools will follow the Council's Policy Guidelines on Managing Pressure and Reducing Stress. Headteachers will include workplace stress as part of the risk assessment process identifying areas of concern and implement appropriate control measures, so far as is reasonably practicable. This will include the activities of the Headteacher.

Where workplace stress arises, Headteachers will deal with the issue in a sensitive and constructive manner using available means within the Council to manage stress and assist staff, utilising the counselling scheme available, accessed through the Council's Occupational Health Provider.

3.29 Use of VDU's / Display Screens

An assessment will take place to identify which staff within the school are likely to be "users" under the Regulations. The Headteacher and office staff will be users and some teaching staff, depending upon their usage. The school will follow the Council's Display Screen Equipment (DSE) guidelines for those staff who are designated as users.

3.30 Vehicles on Site

The school will endeavor to:

- Segregate access vehicular and vulnerable (pedestrians & cyclists) traffic;
- Design-out vehicular and vulnerable traffic route conflicts, both at access and on-site;
- Wherever possible avoid same-access points for both vehicles and pedestrians

3.31 Violence to Staff / School Security

The Head Teacher is responsible for assessing the risks of violence to staff. Risks to personal security, premises and property will be assessed through the risk assessment process and where violence is identified as a significant risk, the Headteacher will ensure that appropriate control measures are put in place.

Staff must report incidents of violence and aggression in the same manner as accidents.

3.32 Visitors to the School

All visitors, contractors and volunteer helpers will be required to:

- Report to the school office on arrival
- Sign a visitors' books in and out
- Must wear visitors' badge and return it when they leave (A blue lanyard indicates that the visitor has had a full DBS check, a yellow lanyard indicates that the visitor has not had a full DBS check and must not be in school unaccompanied)
- Be made aware of emergency evacuation and health and safety regulations (on visitors information sheet)
- Contractor about to start work will have access to asbestos management plan

3.33 Working at Height

Line managers will ensure that working at height is risk assessed in accordance with the Council's Work at Height Policy Guidance and ensure that appropriate control measures are put in place to minimise potential risks.

3.34 Monitoring and Workplace Inspections

Line managers are responsible for premises/departments to undertake workplace inspections on a termly basis. The schools will follow the Council's Monitoring Policy HSP3 and use the appropriate Monitoring Forms to record their findings. The site caretaker will ensure that hazards associated with premises are monitored and controlled.

4.0 Contacts for more information:

All policies and guidance referred to are available by contacting the Unit on 0161 912 4919/ 4142, or by email healthandsafety@trafford.gov.uk.

Further information is also available from the Health and Safety Executive website:

www.hse.gov.uk