



Health and Safety Policy

Date Reviewed: 02/2024

Reviewed By: LGB

Next Review Due: 03/2025

Review Cycle: Annual

Health & Safety Policy School Arrangements

Accountable Trust Committee	Local Governing Bodies (School Arrangements) Audit (H&S Policy Statement)
Policy Area	Risk
Responsible Officer	Head of Estates
Status	Trust Template Proposed
Policy Rationale	Statutory
Categorisation	School-Mandatory
Implementation Date	February 2024
Publication	School Website [Trust Decision]
Review Cycle	Annually
Next Review Date	Spring 2025
Related Documents	
<i>Trust/school-mandatory policies</i>	Finance & Procurement Policy Trust Health & Safety Policy Statement School Behaviour Policy – School Arrangements School First Aid Policy School Medical Conditions Policy Trust Asbestos Policy Statement
<i>School-mandatory documents</i>	Accident and Incident Reporting Form (Book/Log) Asbestos Register incl Asbestos Management Plan Emergency Plan incl Emergency Evacuation Procedures Health and Safety Walkaround Health & Safety Training Log Inspection evidence (asbestos, legionella testing, fire extinguishers, portable appliance, fixed wire testing, fire risk assessment, fire alarm inspection and testing, playground equipment, gas safety certificate) Risk Assessments
<i>Optional school policies</i>	Educational Visits Policy
<i>External</i>	Health & Safety at Work Act Management of Health and Safety at Work Regulations RIDDOR Reporting SCC Evolve system reporting

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Key Contacts

Trust	01483-977230
CEO	JMayhew@learningpartners.org
Trust Head of Operations	ABenson@learningpartners.org
Trust Estates Manager	DDalgleish@learningpartners.org
School	01483 5047 172
Headteacher	head@stoughton.surrey.sch.uk
Chair of Governors	chair@stoughton.surrey.sch.uk
Site Manager	sralph@stoughton.surrey.sch.uk
Health & Safety Coordinator	sralph@stoughton.surrey.sch.uk

Please note this list may be updated by the responsible officer when change arises in the organisation, without the need for committee meeting review/approval.

1 Introduction / Policy Statement

The trust has set a Health and Safety Policy Statement that applies to all schools. This policy outlines the trust's aims in respect of health and safety (H&S) and sets roles and responsibilities. The policy requires schools to define and implement H&S arrangements that are appropriate for the local school context.

For Stoughton Infant and Nursery School, this document:

- Identifies key individuals with responsibility for Health and Safety in the school
- Explains how and to whom incidents or concerns relating to H&S should be reported.
- Outlines the H&S operational arrangements that will be implemented onsite.

The arrangements outlined in this policy will, as a minimum, meet the standards and requirements listed in the trust Health and Safety Policy Statement.

The headings for the H&S arrangements are defined by the trust Health and Safety Policy. Due to the context of individual schools, it may be appropriate for entire headings to be marked as 'not applicable'.

This document defines H&S arrangements within the school and applies to all staff, pupils, governors, hirers, visitors and contractors.

The primary aim of the trust Health and Safety Policy Statement and school Health and Safety Policy Arrangements is to ensure that all staff, pupils and visitors in our schools are kept safe. We do not seek to implement a 'blame culture' and encourage the reporting of all health and safety incidents and concerns without fear of consequences.

Where isolated incidents have arisen from genuine and reasonable mistakes or accidents and are appropriately reported, disciplinary action will not be taken. Where incidents are the result of deliberate, reckless, or negligent acts, are repeated, or are not reported, disciplinary action may be considered.

2 Key Personnel

The Headteacher is ultimately responsible for H&S within the school.

While this ultimate responsibility cannot be delegated, the Headteacher has chosen to delegate specific responsibilities as follows:

Role	Named Person	Contact Number	E-mail
Head/Principal	Sarah Carrington	01483 504 172	head@stoughton.surrey.sch.uk
Nominated Deputy	Rachael Pollard	01483 504 172	rpollard@stoughton.surrey.sch.uk
Governor for Health & Safety	Robin Holdsworth		r.holdsworth.governor@stoughton.surrey.sch.uk
Health & Safety Coordinator	Simone Ralph	01483 504 172	sralph@stoughton.surrey.sch.uk
School Business Manager	Simone Ralph	01483 504 172	sralph@stoughton.surrey.sch.uk
Site Manager (Premises Lead)	Simone Ralph	01483 504 172	sralph@stoughton.surrey.sch.uk
Premises Staff	Gary Hall	01483 504 172	ghall@stoughton.surrey.sch.uk
Educational Visits Coordinator	Rebecca Selmes/ Denise Broad	01483 504 172	rselmes@stoughton.surrey.sch.uk dbroad@stoughton.surrey.sch.uk
Gas Safety	Adgas Heating Ltd	07940 882368	adgas@email.com
Legionella Risk Assessment Safety water checks	Rock Compliance	01252 873 656	charlottepowell@rockcompliance.co.uk
COSHH Assessments	Simone Ralph	01483 504 172	sralph@stoughton.surrey.sch.uk
Asbestos Management	Simone Ralph	01483 504 172	sralph@stoughton.surrey.sch.uk
Accident Reporting	All staff	01483 504 172	infants@stoughton.surrey.sch.uk
Parent Notification in the event of an Accident	Denise Broad Emma Hadley Simone Ralph Kathryn Shepherd Sam Shafford All staff	01483 504 172	infants@stoughton.surrey.sch.uk
Health & Safety Committee	Simone Ralph	01483 504 172	sralph@stoughton.surrey.sch.uk
Lead First Aider	Denise Broad	01483 504 172	dbroad@stoughton.surrey.sch.uk

3 Arrangements

3.1 Risk Assessments

The following arrangements have either been established through risk assessment at school level (or are based on national standards), and may be supplemented by additional policies and documentation at a departmental level. They are intended to mitigate risks to an acceptable level.

The school maintains a comprehensive set of risk assessments that cover curriculum-based activities in school; school visits and the running of the school building and grounds. These are stored on the school network and are available for staff to inspect and refer to as necessary.

The school ensures that staff are aware of the risk assessments appropriate to their role and will monitor compliance with control measures specified in the risk assessments.

All risk assessments are reviewed on an annual basis (except risk assessments for school trips which should be reviewed each time the trip takes place).

3.2 Accident and Incident Reporting

a) Pupils

All accidents to pupils, staff and visitors involving injury are to be recorded by the member of staff dealing with the incident by using the standard reporting form available from the Main Office and then returned to the H&S Coordinator.

The H&S Coordinator will review the form and any corrective actions recommended. In addition any reportable incident will immediately be notified to the trust and entered onto the relevant incident reporting system. Reportable incidents are any fatality, any major injury, which is a break/fracture of any bone with the exception of a toe or finger and any injury where the pupil is taken direct from site to hospital, whether by ambulance, member of staff or relative. RIDDOR reports will additionally be made by the H&S Coordinator as and when required.

b) Near Miss Incidents

For any near miss incident, which is an incident with the potential to have caused serious injury to a person or significant damage to property, an accident/incident form is to be completed. The form will be sent to the H&S Coordinator who will then decide if it needs to be forwarded to trust and any other authority. This will be the case for any major structural collapse, any explosion or any fire which causes the closure of a room or more.

3.3 Behaviour Incidents

These include violence, bullying and harassment and are to be recorded by the member of staff dealing with the incident by using the standard reporting mechanism described in the Behaviour Policy – School Arrangements.

3.4 Health and Safety Monitoring and Inspections

The school will proactively inspect its facilities to ensure that they are safe for use, and will monitor compliance with this policy.

The School Business Manager is responsible for arranging the following routine building inspections as necessary:

- Asbestos monitoring
- Legionella testing
- Fire extinguisher inspection
- Portable appliance and fixed wire testing
- Fire risk assessment
- Fire alarm inspection and testing
- Playground equipment inspection

Subject Leads are responsible for the inspection of any specialist equipment used within their department (e.g. sports equipment, scientific apparatus etc).

Regardless of the measures listed above, all staff remain responsible for checking the safety of work areas, equipment, and procedures before, during and after activities. Staff must report and, where necessary, record actions and problems relevant to this policy.

Accident / incident reports will be monitored by the H&S Coordinator and reviewed with the staff involved in order to identify potential lessons to be learned, training needs etc. The H&S Coordinator will periodically present a summary of accidents and lessons learned to the relevant LGB Committee (Stoughton LGB). This will also be reported to the trust through termly reporting arrangements.

In order to promote a culture of proactivity and constructive challenge, a regular 'health and safety walkaround' will be carried out – typically this will be attended by the Health and Safety Co-ordinator (the school business manager) and the nominated Governor for Health and Safety (or another Governor or nominated person). Queries and actions arising from this walk around should be documented and available for viewing by relevant LGB Committee (Stoughton LGB). A copy should also be sent to the trust Estates Manager.

3.5 Fire Evacuation and other Emergency Arrangements

Full details of emergency evacuation procedures are included in the School Emergency Plan (Appendix 1). When the fire alarm is sounded, occupiers of the main school building will evacuate to the assembly point in the following manner:

Pupils will immediately leave what they are doing and line up in a quiet and orderly manner. Staff will then lead the children out onto the playground, checking the toilets and unoccupied rooms before they leave the building.

Administrative support staff in the school office will pick up the emergency grab bag, their mobile phone (as it has the eReception sign in app for visitors and contractors) and move to the assembly point.

The Caretaker/Premises Manager will investigate the cause of the alarm (ensuring that they do not risk their own safety) and will arrange for the emergency services to be contacted if necessary.

At the assembly point, the Headteacher will be ultimately responsible for ensuring a roll-call of all pupils, and will decide on the appropriate course of action if any pupils are believed to be missing.

The school will have special arrangements in place for the evacuation of people with mobility needs and fire risk assessments will also pay particular attention to those with disabilities.

The fire alarm is tested weekly, and fire evacuation drills are carried out termly, arranged by H&S Coordinator. All fire exits/escape routes to be appropriately signed, and kept maintained and free from blockages.

3.6 Fire Prevention, Testing of Equipment and Electrical Safety

The school routinely tests fixed electrical installations in line with the electricity at work regulations.

Portable electrical equipment is to be visually checked by staff before use (i.e. check equipment and plug undamaged and that wires are not worn or loose entering equipment or plug and if any defects are noted the item is to be put out of use). In addition, portable electrical equipment is subject to a testing in line with guidance on the checking of electrical equipment supplemented by local experience.

Consideration should be given to the safe use of equipment, regardless of its condition. For example, procedures must be in place throughout the school to ensure that hot equipment is turned off when not supervised. All staff are responsible for ensuring that equipment used by them is being operated safely, and should contact the H&S Coordinator if they believe that additional training is necessary.

Gas safety

Installation, maintenance and repair of gas appliances and fittings will be carried out by a competent Gas Safe registered engineer.

- Gas pipework, appliances and flues are regularly maintained.
- All rooms with gas appliances are checked to ensure that they have adequate ventilation.

3.7 First Aid and Medication

As required by statute, the school has a separate policy for First Aid and Medical Conditions, which detail the school's approach to first aid and administering medicines.

In most circumstances, the administration of medicines is the responsibility of parents and they should be administered at home unless it is essential they are administered during the school day. Parental requests for medicines to be administered can be met providing they are prescribed, in their original packaging, and labelled by pharmacy with all the correct details including name, date and dosage. This includes medication for hay fever and travel sickness.

All medicines are to be given to school office for safekeeping and appropriate storage/refrigeration and a consent form completed by the parent/guardian.

Each classroom has a small green bag with first aid supplies in it to be held by the staff member on playground duty for that class during break and lunchtime. The midday supervisor team has a larger green first aid bag that stays with the midday supervising team member on the playground during lunchtime supervision.

Laminated photographs of pupils with medical conditions/allergies are displayed inside the class room, office and the school kitchen. Food allergy photos of pupils are kept in a locked cupboard in the kitchen so that the serving staff can recognise the pupils. Pupils also wear red sashes to help servers identify that they have an allergy. Inhalers and epi-pens are kept in the classroom. A second epi-pen is kept in the school office. The staff will take the epi-pens and inhalers with them at all times including off-site activities. There is a form in the bag to fill in, stating time, date and dose given. This information

is transferred to the main medical forms in the office by the person who administered the medicine before the end of the day.

3.8 Offsite Visits

Where appropriate, the school has a separate Educational Visits Policy, which details the school's approach to managing risk on such visits. Staff organising trips are required to enter the details of the trip into the 'Evolve' system, where they are reviewed and approved by the Educational Visits Coordinator and the Headteacher. Any off-site activities involving pupils (apart from routine sports fixtures) are considered to be an Educational Visit.

3.9 Health and Safety Information and Training

All employees will be given:

- Induction training in the requirements of this policy
- Update training in response to significant change
- Training in specific skills needed to execute this policy
- Refresher training where monitoring establishes need

All pupils will be given training in emergency procedures and take part in fire drills as deemed appropriate by the Headteacher.

Key H&S information will be published as deemed appropriate, for example:

- Fire evacuation routes will be published in each classroom
- Reference information for staff will be included in their induction.

Attendance at training is to be recorded, and such records are kept either in the personnel files in the School Business Manager's Office or on an online form.

3.10 Personal Safety / Lone Working

Staff must inform someone else when working alone at the school, preferably another member of staff or someone they live with who has access to the contact number of another key holder. This information should include the approximate time that they expect to be leaving, and a contact for them while they are at the school site.

Staff working alone should not undertake activities with a heightened degree of risk (e.g. use of stepladders) and should keep a mobile phone with them at all times.

Personal security care should be taken when leaving premises.

The lone worker will ensure that they are medically fit to work alone.

3.11 Tools, Plant and Equipment

Tools, plant and equipment should be kept well maintained, and serviced where necessary according to a reasonable service schedule. Records of tool maintenance and servicing should be kept.

Tools and plant should only be operated by staff who are appropriately trained and confident in their ability to safely operate the item in question. Staff should not use equipment if they have concerns over the safety of the item or their ability to use it – in these circumstances, they should contact their line manager or the H&S Coordinator for further advice.

Personal protective equipment should be used in line with the manufacturer's recommendation.

3.12 Flammable and Hazardous Substances

The Premises Manager / Caretaker (with appropriate support from senior managers) will complete a COSHH assessment (control substances hazardous to health) for all hazardous substances used on site.

The associated procedures and control measures will be funded and enforced.

The requirement to assess hazardous substances either in use or created by school operations is a requirement of the COSHH Regulations. Hazardous substances are those identified as corrosive, irritant, toxic, harmful and any with a Workplace Exposure Limit (WEL), which will include dusts, e.g. pottery, wood etc and biological hazards.

The use of hazardous substances in school will be kept to a minimum.

Where the use of such substances is necessary, COSHH assessments are undertaken by the relevant department, and summary information is kept where substances are stored/used. If employees have any questions on hazardous substances, they should initially speak to their line manager.

All hazardous and flammable substances (including, for example, fuel for groundskeeping machinery) must be stored in suitable containers in a secure location.

Emergency procedures, including procedures for dealing with spillages, are displayed near where hazardous products are stored and in areas where they are routinely used.

3.13 Asbestos

The management of asbestos on the school site is directed by a Trust wide asbestos management policy. The day-to-day responsibility for asbestos management in the school rests with the School's Appointed Asbestos Officer. They will ensure that:

- An asbestos register and an associated risk assessment for the site is accurate at all times, detailing any and all locations where asbestos is located/suspected.
- All asbestos surveys and inspections are carried out in line with guidelines and by specialist contractors
- An asbestos management plan is in place and accurately maintained
- Any building/maintenance works are arranged with due regard for known location of asbestos.
- Any known sites of asbestos are left undisturbed where possible
- The asbestos register is read, and then a log is signed and dated by all contractors prior to starting any building/maintenance works. All works must proceed with an awareness that unknown asbestos containing materials may be present on the site and due care and attention must therefore be taken.

Following an accidental disturbance of asbestos, the emergency procedure detailed in the Trust asbestos policy must be followed.

All school staff are to be made aware of the Trust asbestos policy as part of their induction training. Further detailed training for relevant staff (those likely to undertake works that could potentially disturb unknown asbestos containing material) will be provided. A record of all training is to be

maintained with the Asbestos Management plan by the school's Premises Manager/HR Manager/SBM.

It is the duty of the school Headteacher to ensure that relevant school staff read and understand the Asbestos Register and have signed a log to show they have an awareness of the risks outlined within it. This should be signed each time there are changes to the register.

3.14 Contractors Working on Site

There are two distinct types of contractors who will have access to site. These will be service contractors who regularly work on the site and building contractors who work on an 'as and when' basis.

a) Service Contractors

Service contractors have regular access to site as specified by a contract. Such contractors' visits can vary from an annual visit, e.g., to service boilers, check fire extinguishers etc, to those on site daily, e.g. cleaning staff. The service contract will specify what work is expected of them and what they can expect from the school. Their personnel will follow their own safe systems of work, but their working methods must take into account how they will impact upon staff, pupils and other visitors on site.

The school will provide details of its H&S arrangements to the contractors where relevant and where necessary; contractors will be consulted over emergency arrangements.

b) Building Contractors

These are contractors who attend site to undertake building works, which can vary from simply replacing a broken window to remodelling a room or building a new block. All contractors are expected to undertake a reasonable risk assessment of their activities to ensure that they do not jeopardise the health of their own employees, staff, pupils or visitors. The extent of this assessment will be proportionate to the scale of the work being undertaken.

Such risk assessments should include consideration of the following hazards:

- Slips/trips/falls as a result of contamination of surfaces
- Persons being hit by falling objects
- Inhalation of smoke/fumes /dust
- Contact with machinery or vehicles.

c) Minor Works

Minor works include day-to-day maintenance work and all work that is not sufficiently significant enough to justify the use of a formal Joint Contracts Tribunal (JCT) contract. Such projects will generally not require a formal pre-start meeting on site.

- All contractors should report to the school office on their arrival and under no circumstances are they to commence work until given approval to do so by the Site Manager.
- Before any work is commenced, it is essential that the Site Manager is made aware of:
 - What work is to be undertaken
 - Where the work is to be carried out
 - An indication of the likely timescale
 - What equipment is to be used

- What services are required
- Before work begins, the contractors must be advised by the Site Manager:
 - Where they can gain access to services
 - The evacuation procedure for the building
 - The location of any asbestos known to be present in the work area.
 - Any precautions necessary in respect of other persons likely to be in the vicinity.
 - Any particular problems with the work, e.g., access may still be required to the area.
 - The contractors must be issued with a visitor's pass and advised that it must be worn at all times whilst on site.
 - The contractors must be advised who to contact on site if they have a problem.

d) Large Scale Building Works:

This encompasses all work undertaken under a JCT (or equivalent) contract, which will typically involve work where part of the site is completely handed over to the contractor.

Such work will usually come under the requirements of the Construction Design and Management Regulations and the school must exercise the duties of the Client as contained therein.

For all large scale works a pre-start meeting will take place and the Business Manager or Headteacher will attend the meeting. This meeting will identify timescales for work, methodology (e.g. noisy work done when school is unoccupied wherever possible), access requirements, emergency access requirements, etc.

For all contractors working on-site, the school must consider whether or not a DBS clearance is necessary, giving consideration to the Safeguarding and Vulnerable Groups Act 2006. If a contractor does not present a valid DBS clearance, consideration must be given to measures to minimise any risk to pupil safety.

It is essential that the school record a copy of the contractor's valid insurance, prior to the works commencing and covering the entire duration of works.

3.15 Work at Height

Work at height legislation identifies work at height as any work where someone or something can fall a distance likely to cause injury. This will include putting up displays if not able to stand on the ground to do so, accessing high level storage if not able to reach when standing on the floor and any work where access equipment is needed, e.g., step ladder, ladders, scaffolds.

Many employees will therefore undertake an element of work at height and the following measures should be taken:

a) Regular Operations

Regular operations (e.g. the use of stepladders) may be undertaken by staff provided that:

- Consideration is given to safety
- The activity is not rushed
- Another member of staff is present to provide support, and to assist in the event of an accident
- Staff avoid operations that significantly aggravate risk (e.g. use of heavy tools, stretching to reach items out of reach etc)

b) Specialist Operations

These are where specific high level access equipment is to be used and where additional information will be required. This may include use of access scaffolding and specialist ladders, and will usually require the support of a specialist contractor.

3.16 Moving and Handling

The relevant line manager will assess all manual handling operations (lifting loads, lowering loads, pushing, pulling, carrying, etc). Wherever possible, manual handling operations will be eliminated.

If this is not possible then suitable arrangements will be made to reduce the risk of injury as a result of a manual handling operation (for example, training, and the use of assistive equipment).

The Site Manager will arrange for the provision of manual handling equipment where necessary and will arrange for appropriate training of personnel involved in manual handling operations.

Staff are responsible for alerting their line manager if they are uncomfortable with any manual handling requirement. Staff should not undertake any manual handling activity without consultation unless they are confident that it is safe to do so.

3.17 Display Screen Equipment (DSE)

Any employee who is classed as a 'user' as defined by the DSE regulations, which lays down specific requirements for workstations incorporating computers etc, must complete a 'user audit' for the workstation where they work. A 'user' is someone who is habitually employed to work on a computer and does so for more than an hour at a time more or less on a daily basis. Such employees are also entitled to a free eye test (which can be arranged in consultation with the onsite finance staff – See trust Finance and Procurement Policy) and payment for a basic set of glasses where they are required primarily for use with DSE. User audit forms are available from the H&S Coordinator.

Particular care should be taken with respect to laptop computers, which are not designed to be used for extended periods but may end up being used this way. If staff are likely to spend extended lengths of time working on the laptop then consideration needs to be given to measures that will reduce the possibility of 'repetitive strain' type injuries. Specifically, it is recommended that a separate keyboard and monitor are used, which can be obtained from the ICT technicians.

3.18 Catering and Food Safety

This section of the arrangements considers school catering, and does not relate to food preparation in a curriculum context (e.g. Food Technology), which is considered under Specific Curriculum Arrangements below.

a) School Meals:

The school employs a third party company, Cleverchefs, to provide school meals. The service contract specifies that the Cleverchefs Kitchen Manager is responsible for ensuring the safe preparation and serving of school meals. The school retains responsibility for ensuring safe conduct of pupils in the dining area, and for ensuring that dining facilities are safe, clean and well maintained (see housekeeping arrangements below).

All staff involved with the handling of food must receive formal training equivalent to the Level 2 certificate in food safety. The Catering Manager should be trained to the equivalent of Level 3, which

relates to the management of food safety issues. As part of the day-to-day management of the team, the Catering Manager should make an assessment of the training needs of each staff member in respect of the particular food preparation tasks that they are undertaking, to ensure that all staff are competent to carry out their respective tasks. Training and instruction should be provided where necessary.

b) Other catering provision:

The school may, from time to time, serve food outside of a school meal context, for example, at breakfast or after school clubs, fundraising events, BBQs, and community lettings. The school retains responsibility for food safety at such events, so must ensure that safe practices are observed. Typically, this will involve understanding what food will be prepared and agreeing appropriate measures in respect of training and food safety precautions, with the possibility of consulting someone with the relevant training equivalent to the Level 2 certificate in food safety.

3.19 Playground Safety and Supervision

During break times, there will be an appropriate number of staff (1:30 ratio) on duty in the playground. There is a medical bag in the playground, to deal with minor accidents. All staff on playground duty also have a small green bag with first aid supplies in it. All staff have a whistle to use if the playground needs to be cleared quickly. For accidents requiring a call to the parents of a pupil, a staff member will bring the pupil to the school office and explain to a member of the office team what has happened. The office team will then call the parents to discuss the accident and through a discussion will decide if the pupil should be collected. If a pupil is unable to walk to the school office, a staff member will remain with that pupil whilst another adult goes to the school office to request a call to the parents of the pupil.

Pupils will be shown how to use any play equipment safely.

The Caretaker will inspect the playground and outdoor play equipment daily for any maintenance problems.

3.20 Vehicles and Transport

The options for transporting pupils off-site are:

a) Use of employee's vehicles

Employees can transport pupils/equipment in their own cars or drive to other venues during the working day only when accompanied by another adult. Employees who use their own cars must confirm that their insurance policy covers them for this purpose and need to hold Business Class insurance for the vehicle they use.

b) Use of Professional Transport

The vehicle and driver are hired in as a service from a reputable source. This is the usual practice for school trips.

c) Parents' Transport

If needing to use this option the parent(s)/guardian(s) of the pupils are advised of the venue and time of activity and that their son(s)/daughter(s)/ward(s) are required to be there at that time. These arrangements, and any associated lift sharing, are entirely the responsibility of the parents.

3.21 Stress

The school is committed to maintaining a healthy and safe workforce environment and to take reasonable steps to reduce health and safety risks from stress in the workplace.

The school is aware that there are many factors, both work-related and personal, which may contribute to staff ill health including stress. The following arrangements are in place to locally manage staff health issues:

- Staff are advised that it is their responsibility to inform their line manager, the Headteacher or another member of the senior leadership team of any relevant health issues. For central staff this should be reported to employee's line manager or the CEO.
- Where necessary, an appropriate senior member of staff will meet and discuss the health issues with the employee and consider what actions could be taken to support the staff member and where appropriate assist in reducing stress levels.
- The member of staff will be offered a referral to an occupational health professional for advice and support, e.g. counselling, etc. All trust staff are also provided with access to an Employee Assistance Programme, should they wish to obtain confidential advice and support at any time.
- The member of staff will be advised that support can also be provided through their trade union.
- A series of regular review meetings will be scheduled to monitor ill health and stress levels where they have been identified.
- If it is identified that there is a high occurrence of staff ill health or stress within the school, the Headteacher will actively seek support to undertake a holistic assessment to identify what the possible root cause may be and implement a plan to improve the situation.

3.22 Legionella and Water Assessment

The Site Manager will ensure that an assessment of the risk of exposure to legionella bacteria within the site has been undertaken and is reviewed appropriately.

The school will undertake reasonable measures to minimise the risk of exposure to legionella, which may be a combination of remedial plumbing works (where defects are identified) and management activities (e.g. water temperature monitoring, periodic testing of water quality).

3.23 New and Expectant Mothers

Risk assessments will be carried out whenever any employee notifies the school that they are pregnant.

Appropriate measures will be put in place to control risks identified. Some specific risks are summarised below:

- Chickenpox can affect the pregnancy if a woman has not already had the infection. Expectant mothers should report exposure to antenatal carer and GP at any stage of exposure. Shingles is caused by the same virus as chickenpox, so anyone who has not had chickenpox is potentially vulnerable to the infection if they have close contact with a case of shingles.
- If a pregnant woman comes into contact with measles or German measles (rubella), she should inform her antenatal carer and GP immediately to ensure investigation.
- Slapped cheek disease (parvovirus B19) can occasionally affect an unborn child. If exposed early in pregnancy (before 20 weeks), the pregnant woman should inform her antenatal care and GP as this must be investigated promptly.

3.24 Access Control and Security

The Site Manager is responsible for managing access and security on the school site.

The site is arranged such that there is clear separation between areas of the site that are accessible to the public (i.e. the entrance area) and those accessible to the pupils. All visitors are required to pass through a named reception area in order to access the secure areas of the site, and are required to sign in, wear a visitor's badge, and to be escorted as necessary. The school site is appropriately fenced so as to prevent pupils or visitors moving from one area of the site to the other unless permitted to do so.

During collection and drop-off, the site is, by necessity, open to parents to access for collection. Parents/carers meet their children in a designated location, and the pupil is released to the parents using a process that is appropriate to the age of the children. Arrangements will be in place to ensure that pupils are not collected by anyone other than the parent or carer unless prior arrangement has been made with the school.

3.25 Lettings

The school regularly hires out its facilities to community groups in order to generate funds for the school, and to support the local community, as set out within the School Lettings Policy.

All hirers will be met at the start of their hire (or, in the cases of regular hirers, at the start of their first session as a minimum) and given an induction briefing. This will include matters such as the location of fire exits and exit routes, which areas may be accessed by the group, and any known hazards in these areas. While the school is responsible for ensuring that rooms and facilities are safe and well maintained, the hirer is responsible for ensuring that their activities comply with Health and Safety regulations, and for undertaking any necessary risk assessments.

All hirers will be issued with a copy of the school Child and Safeguarding Protection Policy, and is responsible for ensuring that their letting complies with safeguarding requirements. The school is aware that this does not necessarily mean that all adults using the site will have Disclosure and Barring Service (DBS) checks - for example, a letting targeted at an adult audience may not be required to undertake such checks. Therefore, the school will not usually schedule lettings at times when pupils are in school, and where such lettings are scheduled, consideration will be given to measures necessary to manage risk (e.g. ensuring the DBS checks are in place for all adults present). Typically, lettings will not start until 3.15pm. Where a letting takes place between 3.15pm and 6pm, all hirers on site will be expected to have an enhanced DBS and have safeguarding and child protection policies in place. Any school activities running after 6 pm must recognise that the site is no longer 'secure' and pupils must be appropriately supervised.

3.26 Infectious Diseases

Advice will be sought from the Environment Agency and the Health Protection Service in the event of an outbreak of an infectious illness.

The trust follows national guidance published by Public Health England (PHE) when responding to infection control issues, currently found here

<https://www.gov.uk/government/publications/health-protection-in-schools-and-other-childcare-facilities>

The individual school will encourage staff and pupils to follow this good hygiene practice, outlined below, where applicable.

a) Handwashing

- Wash hands with liquid soap and warm water (ideally for 20 seconds), and dry with paper towels or hand driers.
- Always wash hands after using the toilet, before eating or handling food, and after handling animals.
- Cover all cuts and abrasions with waterproof dressings.

b) Coughing and sneezing

- Cover mouth and nose with a tissue, or sneeze into material (e.g. inner elbow).
- Throw tissue in the bin.
- Wash hands after using or disposing of tissues.
- Spitting is discouraged.

c) Personal protective equipment

- Wear disposable non-powdered vinyl or latex-free CE-marked gloves and disposable plastic aprons where there is a risk of splashing or contamination with blood/body fluids (for example, nappy or pad changing).
- Wear goggles if there is a risk of splashing to the face.
- Use the correct personal protective equipment when handling cleaning chemicals.

d) Cleaning of the environment

- Clean the environment, including toys and equipment where relevant, frequently and thoroughly

e) Cleaning of blood and body fluid spillages

- Clean up all spillages of blood, faeces, saliva, vomit, nasal and eye discharges immediately and wear personal protective equipment
- When spillages occur, clean using a product that combines both a detergent and a disinfectant and use as per manufacturer's instructions. Ensure it is effective against bacteria and viruses and suitable for use on the affected surface
- Never use mops for cleaning up blood and body fluid spillages – use disposable paper towels and discard clinical waste as described below
- Make spillage kits available for blood spills.

f) Laundry

- Wash laundry in a separate dedicated facility.
- Wash soiled linen separately and at the hottest wash the fabric will tolerate.
- Wear personal protective clothing when handling soiled linen.
- Bag children's soiled clothing to be sent home, never rinse by hand.

g) Clinical waste

- Always segregate domestic and clinical waste, in accordance with local policy.

- Used nappies/pads, gloves, aprons and soiled dressings are stored in correct clinical waste bags in foot-operated bins.
- Remove clinical waste with a registered waste contractor.
- Remove all clinical waste bags when they are two-thirds full and store in a dedicated, secure area while awaiting collection.

h) Animals

- Wash hands before and after handling any animals.
- Keep animals' living quarters clean and away from food areas.
- Dispose of animal waste regularly, and keep litter boxes away from pupils.
- Supervise pupils when playing with animals.
- Seek veterinary advice on animal welfare and animal health issues, and the suitability of the animal as a pet .

i) Pupils vulnerable to infection

- Some medical conditions make pupils vulnerable to infections that would rarely be serious in most children. The school will normally have been made aware of such vulnerable children. These pupils are particularly vulnerable to chickenpox, measles or slapped cheek disease (parvovirus B19) and, if exposed to either of these, the parent/carer will be informed promptly and further medical advice sought. Advise these pupils to have additional immunisations, for example for pneumococcal and influenza.

j) Exclusion periods for infectious diseases

- The school will follow recommended exclusion periods outlined by Public Health England, as identified in the document weblink:
- <https://www.gov.uk/government/publications/health-protection-in-schools-and-other-childcare-facilities>
- In the event of an epidemic/pandemic, we will follow advice from Public Health England about the appropriate course of action.

3.27 Curriculum Specific Arrangements

We hold separate risk assessments for:

- PE
- Science
- Food Technology
- Classroom-based subjects

3.28 Housekeeping, Cleaning and Waste Disposal

Caretaker and cleaning contractors attend site daily. They wash/vacuum floor surfaces, clean tables, clean toilets and sinks and ensure in good working order, and empty bins daily. Cleaning contractors will supply all cleaning products that they use and are responsible for implementing safe working methods and storage arrangements.

During the working day, staff are responsible for clearing any spillages, wet floors etc that result from their activities, or for raising with the caretaking team if this is not possible. If an issue has the potential

to be a safety hazard (eg a wet floor at the top of a staircase), this should be reported to the school office so that prompt action can be arranged.

Servery Staff / Caretaker to ensure the hall is left clean and tidy at the end of lunchtime, and chairs and tables stored safely.

3.29 Violence at work

The trust believe that staff should not be in any danger at work and will not tolerate violent or threatening behaviour towards our staff.

All staff will report any incidents of aggression or violence (or near misses) directed to themselves to their line manager/Headteacher immediately. This applies to violence from pupils, visitors, or other staff.

4 Appendix A – School Emergency Procedures

The school emergency procedures are fully documented in the school emergency and business continuity policy. The summary of the emergency procedures are as follows:

- Assess the situation
- Take immediate action to safeguard pupils and staff, where necessary
- Log all communications and actions when appropriate to do so, and this may be after the call for support.
- Assemble a school emergency management team (SEMT) from pre-identified staff and relieve them of their normal duties
- Refer to list of emergency contact numbers as per section 3 of the school emergency and business continuity policy.
- Where possible, avoid closing the school and try and maintain normal routines.
- Having activated the emergency plan, then go onto the implementation stage as per the emergency and business continuity policy.

The emergency procedures for schools trips are fully documented in the emergency and business continuity policy.

Copies of the school emergency and business continuity policy can be found on the network drive in the policies folder, in the emergency grab bag, on GovernorHub and on google drive.