

# YSGOL WIRFODDOL EGLWYSIG Y MODEL

## MODEL CHURCH IN WALES SCHOOL

### Mission Statement

The Model Church in Wales School's mission is to work within a Christian ethos to nurture and develop all that is best in our pupils providing them with a sure foundation for their future.



## Health and Safety Policy

Policy confirmed by the Governing body of Model Church in Wales School on:

Date: .....

Signed: ..... (Chair of Governors)

..... (Headteacher).

[Reviewed: 25<sup>th</sup> January 2024 by the Policy Committee]

"Jesus our 'Model',  
Helps us to share  
Learning and Kindness,

Friendship and care”

# **Health and Safety Policy**

## **1. Ethos of the School**

**1.1.** The Model Church in Wales School is a Voluntary Aided School. Trusting in God we aim to:

- Ensure that each child realises his or her full potential
- Meet the needs of individual children in a caring Christian environment
- Develop mutually supportive links between home and school and Church and the wider community
- Develop confidence, independence, and self-esteem, together with respect for all people
- Provide high quality teaching and stimulating learning opportunities
- Establish high expectations of attitude, behaviour and achievement
- Prepare children for their responsibilities as good citizens and develop their awareness of their role in the wider community.

## **2. Introduction**

**2.1.** All schools under the Health and Safety At Work Act 1974 are required to produce a local Health and Safety Policy Statement. This Policy Statement has been developed using the Cyngor Sir Gâr/ Carmarthenshire County Council “model” statement developed and shared with schools in January 2015, but adapted to the specific needs of the school.

## **3. The Policy Statement**

**3.1.** The Policy Statement is in three parts:

- Part One: Statement of Intent
- Part Two: Roles and Responsibilities (How you are organised to deliver safety)
- Part Three: The Procedures and Arrangements for Implementing the Policy.

**3.2.** To support this Policy Statement, the school has adopted the Cyngor Sir Gâr/ Carmarthenshire County Council Guidance on First Aid for Managers, Schools and early Years Settings, updated in 2018, and the Guidance for Managing Medication in Schools produced in 2016.

## **PART ONE**

### **STATEMENT OF INTENT – MODEL SCHOOL, CARMARTHEN**

1. This policy statement is the local supplement to Carmarthenshire County Council's (CCC) Corporate Health and Safety Policy Statement.
2. The school's Governing Body and Senior Management Team recognise and accept their legal responsibilities. As responsible employers and/or persons in control of premises, the requirement to provide a safe and healthy working environment for all employees and others affected by its activities is acknowledged.
3. The school is committed to ensuring that risk assessments are undertaken, control measures implemented and systems are continuously monitored and reviewed.
4. In compliance with the Health and Safety at Work etc. Act 1974, this school's Governing Body will ensure so far as is reasonably practicable that:
  - the premises are maintained in a safe condition;
  - safe access to and egress from the premises is maintained;
  - all plant and equipment is safe to use;
  - appropriate safe systems of work exist and are maintained including offsite visits;
  - sufficient information, instruction, training and supervision are available and provided;
  - arrangements exist for the safe use, handling and storage of articles and substances at work;
  - a healthy working environment is maintained including adequate welfare facilities.
5. In addition to the above commitment, the Governing Body also recognises its obligations to non-employees. Where it is reasonably foreseeable that trainees, members of the public (this includes pupils), contractors, etc., are or may be affected by the school activities, the Governing Body will make the necessary information, instruction, training and supervision available to ensure the safety of those affected. As an education provider, which must set standards by example for its pupils, this commitment is seen as especially important.
6. The Governing Body will endeavour within its allocated resources to set aside adequate finance for the policy to be properly implemented.
7. The Governing Body is committed to this policy and all staff are required to comply as a condition of employment. The staff are encouraged to support the Governing Body's commitment to continuous improvement in our health and safety performance. For the policy to be effectively implemented the school must have the full co-operation of employees and others who use the premises. Employees are reminded of their own duties:
  - to take care of their own safety and that of others and;

- to co-operate with the Governing Body and Senior Management Team so that they may carry out their own responsibilities successfully.
8. All relevant Regulations, Codes of Practice will be complied with as necessary along with the implementation of Health and Safety Procedures and Guidance issued by the LEA.
  9. Consultation with employee representatives will be held as and when appropriate on all matters affecting the health and/or safety of employees concerned.
  10. A copy of this policy statement has been provided to every member of staff. Copies are also posted on staff notice boards. This policy statement and the accompanying organisation and arrangements will be reviewed at least every three years and revised as and when necessary.
  11. This policy statement, together with the organisational structure and the following arrangements and procedures, has been approved by the school's Governing Body.

## **PART TWO**

### **ORGANISATION**

#### **INTRODUCTION**

In order to achieve compliance with the Governing Body's Statement of Intent the school's normal management structure will have additional responsibilities assigned to them as detailed in this part of the Policy

#### **1. The Duties of the Governing Body**

**1.1.** In the discharge of its duty, the Governing Body, in consultation with the Headteacher, will:

- Make itself familiar with CCC's Corporate Safety Policy and the advice, procedures and guidance provided by the LA;
- Ensure that there is an effective and enforceable policy for the provision of health and safety throughout the school;
- Periodically assess the effectiveness of this policy and ensure that any necessary revisions are made;
- Identify and evaluate all risks relating to:
  - the premises
  - school activities
  - educational visits
  - school-sponsored events
- Identify and evaluate risk control measures in order to select the most appropriate means of minimising risk to staff, pupils and others;
- Create and monitor the management structure to enable the implementation of health and safety.

**1.2.** In particular the Governing Body undertakes to provide:

- a safe place for staff and pupils to work including safe means of entry and exits;
- plant equipment and systems of work which are safe;
- safe arrangements for the handling, storage and transport of articles and substances;
- safe and healthy working conditions which take into account all appropriate
  - statutory requirements
  - codes of practice
  - guidance
- Supervision, training and instruction so that all governors, staff and pupils can perform their school-related activities in a healthy and safe manner. All staff

will be given health and safety training which is appropriate to their duties and responsibilities. Wherever training is required by statute or considered necessary for the safety of staff, pupils and others, the Governing Body will ensure that such training is provided. Pupils will receive information and as considered appropriate to the school-related activities which they are carrying out. All training will be regularly updated;

- the required safety and protective equipment and clothing together with information on its use;
- adequate welfare facilities;

**1.3.** So far as is reasonably practicable the Governing Body, through the Headteacher, will make arrangements for all staff, including temporary and voluntary staff and helpers and those on fixed term contracts, to receive comprehensive information on:

- this policy;
- all other relevant health and safety matters;
- the instruction and training that will be given to all employees so that they may carry out their duties in a safe manner without placing themselves or others at risk.

## **2. The Duties of the Headteacher**

**2.1.** As well as the general duties of all members of staff, the Headteacher has responsibility as Premises Responsible Person for the day-to-day maintenance of the premises along with the development and implementation of safe working practices and conditions for teaching staff, non-teaching staff, pupils, visitors and any other person using the premises or engaged in activities sponsored by the school and will take all reasonably practicable steps to achieve this end through the heads of departments, senior members of staff, teachers and others as appropriate.

**2.2.** The Headteacher is required to take all necessary and appropriate action to ensure that proper health and safety standards are maintained at all times.

**2.3.** In particular, the Headteacher will, on a day-to-day basis, be responsible for:

- ensuring safe working conditions of the school premises and facilities;
- ensuring, at all times, the health, safety and welfare of staff, pupils and others using the school premises or facilities or services or attending or taking part in school-sponsored activities;
- ensure safe working practices and procedures throughout the school so that all risks are controlled;
- arrange systems of risk assessment to allow the prompt identification of potential hazards, and where appropriate ensure that the Governing Body and the LA are made aware of the findings;
- identify the training needs of staff and pupils and ensure, that all members of staff and pupils who have identified training needs receive adequate and appropriate training and instruction in health and safety matters;

- ensure that any defects in the premises, its plant, equipment or facilities which relate to or may affect the health and safety of staff, pupils and others are made safe in a timescale commensurate with the risk;
- collate accident and incident information and, when necessary, carry out accident, incident and near misses investigations and implement any remedial action to prevent reoccurrence;
- monitor the standards of health and safety throughout the school, including all school-based activities;
- monitor the management structure, in consultation with the governors;
- consult with members of staff, including Safety Representatives, on health and safety issues; and encourage staff and others to promote health and safety.

### **3. The Duties of Supervisory Staff (*This includes Assistant Headteachers, Curriculum Co-ordinators, Heads of Year, Heads of Departments, Clerical Managers/ Supervisors*)**

**3.1.** In addition to the general duties which all members of staff have, supervisory staff will be directly responsible to the Headteacher or the member of staff nominated by the Headteacher, to have overall day-to-day responsibility for the implementation and operation of the school's health and safety policy within their relevant departments and areas of responsibility.

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

- safe methods of working exist and are implemented throughout their area of responsibility;
- health and safety regulations, rules, procedures and codes of practice are being applied effectively;
- staff, pupils and others under their jurisdiction are instructed in safe working practices;
- new employees working within there are given instructions in safe working practices; risk assessments are conducted in their area of responsibility as required by the Headteacher or as necessary;
- regular safety inspections are made of their area of responsibility as required by the Headteacher or as necessary;
- positive, corrective action is taken where necessary to ensure the health and safety of all staff, pupils and others;
- all plant, machinery and equipment in the department in which they work is adequately guarded, in safe working order and restricted to authorised persons only;
- appropriate protective clothing and equipment, first aid and fire appliances are provided and readily available in the department in which they work;
- hazardous and highly flammable substances in the department in which they work are correctly stored and labelled, and exposure is minimised;



- they monitor the standard of health and safety throughout the department in which they work and encourage staff, pupils and others to achieve the highest practicable standards of health and safety;
- all health and safety information is communicated to the relevant persons and they report any health and safety concerns to the Headteacher.

#### **4. Duties Of Class Teachers**

##### **4.1. Class teachers are expected to:**

- exercise effective supervision of their pupils and to know the procedures in respect of fire, first aid and other emergencies, and to carry them out;
- follow the particular health and safety measures to be adopted in their own teaching areas as laid down in the relevant Codes of Practice e.g. CLEAAPS, and to ensure that they are applied;
- give clear oral and written instructions and warnings to pupils where necessary;
- follow safe working procedures personally;
- require the use of protective clothing and guards where necessary;
- make recommendations to their Headteacher or Head of Department on health and safety equipment and on additions or necessary improvements to plant, tools, equipment or machinery;
- integrate all relevant aspects of safety into the teaching process and, where necessary, give special lessons on health and safety in line with National Curriculum requirements for safety education;
- avoid introducing personal items of equipment (electrical or mechanical) into the school without prior authorisation; and
- report all accidents, defects and dangerous occurrences to their Headteacher or Head of Department.

#### **5. Duties of All Employees (including temporary staff and volunteers)**

##### **5.1. Apart from any specific responsibilities which may have been delegated to them, all employees must:**

- act in the course of their employment with due care for the health, safety and welfare of themselves, other employees and other persons;
- observe all instructions on health and safety issued by the School or any other person delegated to be responsible for a relevant aspect of health and safety;
- act in accordance with any specific Health and Safety training received;
- report all accidents in accordance with current procedure;
- co-operate with other persons to enable them to carry out their health and safety responsibilities;
- inform their Line Manager of all potential hazards to health and safety, in particular those which are of a serious or imminent danger;

- inform their Line Manager of any shortcomings they consider being in the School's health and safety arrangements;
- exercise good standards of housekeeping and cleanliness;
- know and apply the procedures in respect of fire, first aid and other emergencies;
- co-operate with the appointed Trade Union Health and Safety Representative and the Enforcement Officers of the Health and Safety Executive.

**5.2.** All employees who authorise work to be undertaken or authorise the purchase of equipment will ensure that the health and safety implications of such work or purchase are considered; and,

**5.3.** Employees delegated responsibilities for specific aspects of health, safety and welfare must satisfy themselves that those responsibilities are appropriate and are re-assigned in their absence. The employee's direct line manager must approve such re-assignments.

## **6. School Health And Safety Officer**

**6.1.** The School Health and Safety Officer, is the Headteacher, or the Assistant Headteacher in their absence), has the following responsibilities:

- to co-ordinate and manage the annual risk assessment process for the school;
- to co-ordinate the annual general workplace monitoring inspections and performance monitoring process;
- to make provision for the inspection and maintenance of work equipment throughout the school;
- to manage the keeping of records of all health and safety activities;
- to advise of situations or activities which are potentially hazardous to the health and safety of staff, pupils and visitors;
- to ensure that staff are adequately instructed in safety and welfare matters in connection with their specific work place and the school generally; and
- to carry out any other functions devolved by the Governing Body.

## **7. School Health And Safety Representatives**

**7.1.** The Governing Body and Headteacher recognise the role of Safety Representatives. Safety Representatives will be allowed to investigate accidents and potential hazards, pursue employee complaints and carry out school inspections within directed time but, wherever practicable, outside teaching time. (Refer to Safety Representatives and Safety Committees Regulations 1977).

## **8. Pupils**

**8.1.** Pupils, in accordance with their age and aptitude, are expected to:

- exercise personal responsibility for the health and safety of themselves and others;
- observe standards of dress consistent with safety and/or hygiene;
- observe all the health and safety rules of the school and in particular the instructions of staff given in an emergency; and
- use and not wilfully misuse, neglect or interfere with facilities or equipment provided for their health and safety.

## **9. Visitors, Members of the Public and Volunteers**

- 9.1.** Visitors and members of the public are requested 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.
- 9.2.** Where volunteers, students, or work experience placements are employed to undertake work on behalf of the School they will for all intents and purposes be regarded as employees (see 5 above). 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.

## **10. Location of Health and Safety Documents**

- ***Fire Log*** – located in the Headteacher's Office.
- ***Accident Book-Staff*** – Headteacher's Office.
- ***Accident Book-Pupils*** – Each class has their own Accident book.
- ***Health and Safety Policy*** and additional information – Headteacher's Office.
- ***Risk Assessments*** available on Teacher Server.
- ***ICT e-safety Policy*** – separate document.

## **PART THREE**

### **GENERAL ARRANGEMENTS**

#### **Health, Safety and Welfare**

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

#### **1. Accident Reporting, Recording and Investigation**

- 1.1. The school will report and investigate all accidents, incidents and near misses seriously and the school will adhere to the CCC Accident Reporting Procedures.
- 1.2. In line with the Accident Reporting procedure, all staff will be encouraged to report accidents, incidents and near misses and line managers will investigate such incidents and identify and implement means to prevent a recurrence.
- 1.3. All schools are encouraged to follow the accident/incident flowchart guidance: **See Appendix 1**
- 1.4. All RIDDOR reportable accidents via F2508 will be reported by the Health and Safety Unit.

#### **2. Asbestos**

- 2.1. 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 CCC's Policy concerning the control of asbestos;
  - removing asbestos containing materials where the risk to building users is unacceptable;
  - the Headteacher as named Premises Responsible Person will have responsibility for implementing the Asbestos Management Plan in compliance with The Management of Asbestos in County Council Occupied Premises guidance.

#### **3. Bomb threat**

- 3.1. If there is good reason to believe, or it is known that there is a bomb on the premises of the school or that there is a danger of armed attack, or there are suspicions that any package delivered to the school may be a bomb, staff should remain calm but immediately alert the Headteacher who will inform the emergency services.
- 3.2. The Headteacher should take advice from the emergency services, and give directions to staff as to where the muster point will be if evacuation is necessary **as outlined in point 11**

## **4. Contractors**

**4.1.** The school follows the guidance issued by Property Compliance Unit as outlined in the property log book for the selection, appointment and monitoring anyone undertaking works. These include:

- checking the competence of contractors and visiting workers via the Procurement of Contractors Procedures (competence can be judged from past experience, recommendation, pre-selection evaluation or a combination taking into consideration nature and scale of the works required);
- examining risk assessments as appropriate to check that contractors and others have correctly interpreted any site specific conditions, etc.;
- having clearly identified personnel who are points of contact for contractors and visiting workers;
- having all significant hazards and risks on site clearly identified;
- exchanging information on hazards and risks.

### Monitoring and Controlling Risks

**4.2.** Arrangements for monitoring and controlling risks. Key areas to focus attention are:

- segregation of traffic and pedestrians;
- segregation of contractors and occupants of the school (where possible);
- safe systems of work to ensure that works undertaken within occupied areas of the premises are adequately controlled;
- implications on fire precautions due to possible increased risk and interference with fire alarm;
- system and routes of evacuation.

### Communication.

**4.3.** The school recognizes that it is crucial that issues relating to premises works are communicated effectively. This includes:

- providing visitors with copies of appropriate hazard registers such as the asbestos register;
- telling visitors about hazards on site;
- asking visitors about the hazards and risks which they are bringing on site (e.g. creating noise, dust, fumes);
- asking visitors about any possible interference with normal working practices (e.g. re-routing of emergency escape routes);
- controlling access so that contractors know who may also be working on site
- sign-off/safe completion certificates;
- ensuring completion of the Premises Handbook by contractors and visiting persons.

## **5. Curriculum Safety (including extended schools activity/study support)**

- 5.1.** The school recognise that programmes of study require 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.
- 5.2.** 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 guidance material will be reviewed where available CLEAPPSS, AfPE (formally BAALPE) DATA and relevant county council procedures and guidance.
- 5.3.** All non-teaching assistants must be appraised of the safety procedures and practices relating to any of the activities that they support.
- 5.4.** Schemes of work will be reviewed to assess the risk in all activities in order to determine:
  - where close supervision is required;
  - suitable group size;
  - where particular skills need to be taught;
  - personal protective equipment (PPE);
  - levels of hygiene required.

## **6. Drugs and Medication**

- 6.1.** Parents have the prime responsibility for their child's health and should provide schools and settings with information about their child's medical condition. Parents, and the child if appropriate, should obtain details from their child's General Practitioner (GP) or pediatrician, if needed. The school nurse and specialist voluntary bodies will be approached to provide additional background information for staff.
- 6.2.** There is no legal duty requiring school or setting staff to administer medicines. However the school recognizes that Children with medical needs have the same rights of admission to a school or setting as other children.
- 6.3.** The school has adopted CCC Managing Medicines in Schools and Early Year Settings guidance. **See Managing Medicines Document**

## **7. Electrical Equipment [fixed and portable]**

- 7.1.** Portable electrical equipment will be inspected in accordance with Electricity at Work Regs 1999. Testing on a regular/ annual basis by an authorised body. Staff should not use their own electrical equipment unless it has been inspected by a qualified electrician.
- 7.2.** Fixed electrical checks will be carried out in accordance with the Electricity at Work Regulations 1999.

## **8. Fire Precautions and Procedures**

**8.1.** The guidance Fire Safety Risk Assessment - Educational Premises issued by the Property Compliance Unit Technical Services has been implemented.

**8.2.** The Headteacher, or Assistant Headteacher in their absence, is responsible for the implementing the fire Management Plan by:

- detailing of any significant findings from the fire risk assessment and any action taken;
- testing and checking of escape routes, including final exit locking mechanisms, such as panic devices, emergency exit devices and any electromagnetic devices;
- testing of fire-warning systems, including weekly alarm tests and periodic maintenance by a competent person;
- recording of false alarms;
- testing and maintenance of emergency lighting systems;
- testing and maintenance of fire extinguishers, hose reels and fire blankets etc.;
- testing and maintenance of other fire safety equipment such as fire-suppression and smoke control systems;
- recording and training of relevant people and fire evacuation drills;
- planning, organising, policy and implementation, monitoring, audit and review;
- maintenance and audit of any systems that are provided to help the fire and rescue service;
- the arrangements in a large multi-occupied building for a co-ordinated emergency plan or overall control of the actions you or your staff should take if there is a fire;
- all alterations, tests, repairs and maintenance of fire safety systems, including passive systems such as fire doors.

## **9. First Aid**

**9.1.** The school will follow the statutory requirements for first aid and provide suitably trained first aid staff.

**9.2.** The guidance issued by CCC Health and Safety Section on first aid for schools has been adopted by the school. **See First Aid Policy**

## **10. Glass and Glazing**

**10.1.** All glass in doors, side panels to be safety glass, all replacement glass to be of safety standard, continual assessment of premises where there are areas which due to glass being of low standard and consequently covered in plastic film will be undertaken.

## **11. Gun Shot/ firearms/ armed attack**

11.1. If there is good reason to believe, or it is known that there are firearms on the premises of the school or that there is a danger of armed attack, staff should alert the Headteacher or Assistant Headteacher in their absence, who should make arrangements to inform the appropriate emergency bodies, take advice from them and give directions to staff.

11.2. If it is not possible to inform the Headteacher because of the immediacy of danger, staff are advised of the following:

- Only stay in the building if it is safe to do so. Lock yourself in and bar against further gun shots, keeping away from the windows. Use metal preventions rather than wood if possible.
- If you can, escape, do so quietly and escort others with you. Always seek the quickest route out of building (evacuate to the nearest safe site away from the school).
- Possible evacuation routes could be one of the following;
  - behind the school towards Picton Terrace, seeking refuge in St.Mary's school/church or
  - out of the main entrance towards the Fire Station or to the back of the bottom school, towards Trinity College.
- Remove yourself and children from the building and call the police - give as much information as possible.
- If you hear gun fire, it is always best to escape if you can and keep running. If this is not possible, hide and set phones to silent.
- When you have escaped, phone police and give as much information as possible; descriptions, locations, casualties.

## **12. Hazardous Substances**

12.1. Control of Hazardous Substances (COSHH) Guidance has been adopted in respect of managing hazardous substances. Where hazardous substances are used line managers themselves or a designated employee 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 first and foremost.

## **13. Health and Safety Advice**

13.1. Health and safety advice is obtained from CCC's Corporate Health and Safety Section

## **14. Handling and Lifting**

14.1. Any activities that involve significant manual handling tasks shall be risk assessed and where appropriate training provided for staff.



- 14.2.** Managers are responsible for assessing the appropriate approach to handling task and may seek professional advice from the Health and Safety Section and Occupational Health Unit as necessary.

**15. Lettings/shared use of premises**

- 15.1.** The governing body will ensure that the hirer/tenant has public liability insurance in place in order to indemnify the school from all such hirer's/tenant's claims arising from negligence.

**16. Lone Working**

- 16.1.** Line managers will ensure that lone working is risk assessed and that appropriate control measures are put in place to mitigate those risks.
- 16.2.** All staff have a responsibility to ensure their own health and safety and assist in the operation of any systems designed to provide for their safety.

**17. Maintenance / Inspection of Equipment**

- 17.1.** Guidance issued by the Health and Safety Section on servicing, testing or inspected is followed and records kept.

**18. Meningitis in the school**

- 18.1.** If the school is informed that one of their pupils is being treated as a case of meningitis, then the Headteacher (or Assistant Headteacher) should contact the Mid and West Wales Health Protection Team on 01792 607387 to make them aware of the situation and to seek advice about further steps that should be taken.
- 18.2.** Further action will include providing information to parents about the situation and any information that the Mid and West Wales Health Protection Team advise.
- 18.3.** Any press releases should be delivered by the Press Relations Officer for the Mid and West Wales Health Protection Team in liaison with the Local Education Authority's Press Relations Officer. All press enquiries should be referred to the Mid and West Wales Health Protection Team. No information will be passed on to the press by members of staff.
- 18.4.** Advice should be sought from the Mid and West Wales Health Protection Team about any antibiotics or other treatment required for school contacts, on initial referral of a case of meningitis or any subsequent case.

**19. Personal Protective Equipment (PPE)**

- 19.1.** Line managers will assess on the basis of risk assessment and COSHH assessments the need for PPE.

**19.2.** Where it is assessed that PPE is required it shall be appropriately selected and provided. A record of PPE issue will be made which will include details of any expiry dates so that equipment can be replaced as and when is necessary.

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

## **20. Risk Assessments**

**20.1.** The Risk Assessment Procedures should be followed as guidance to the risk assessment process.

**20.2.** Risk assessment is the responsibility of the schools management at a variety of levels. Those responsible for premises or curriculum areas must ensure that risk assessments are undertaken and recorded for significant activities.

**20.3.** Risks should be assessed in a manner that ranks them by severity/probability for prioritisation 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 or where there is a change in circumstances.

## **21. Road Safety**

**21.1.** The local authority will seek to ensure that there are safety measures in place for crossing the road near the school on College Road before and after school hours e.g. a Crossing Patrol Officer.

**21.2.** Class teachers should hold information on how all children are taken or go home in the afternoon. All children should be picked up by a 'known' adult unless arrangements are in place for children to make their own way to and from school. Parents are asked to inform the class teacher should someone other than the usual person collect the child, including a different parent from usual if the child's parents have divorced or separated.

**21.3.** The following arrangements are in place for children who make their own way to and from school:

- Year 5 and 6 children leaving school unaccompanied to go home have to bring written permission from their parents.

## **22. School Trips/ Off-Site Activities**

**22.1.** The school complies with CCC guidance on offsite visits and school journeys.

**22.2.** The school's nominated Educational Visits Coordinator is responsible to:

- support the Headteacher and Governors with approval and other decisions;
- assess the competence of leaders and other adults proposed for a visit. This will commonly be done with reference to accreditations from an awarding body. It may include practical observation or verification of experience;

- organise the training of leaders and other adults going on a visit. This will commonly involve training such as first aid, hazard awareness etc.;
- organise thorough induction of leaders and other adults taking pupils on a specific visit;
- organise the emergency arrangements and ensure there is an emergency contact for each visit;
- review systems and, on occasion, monitor practice.

## **23. School Transport**

- 23.1.** Where staff are required to drive as part of their job, line managers/heads of department will detail of any significant findings from the risk assessment and any action taken.
- 23.2.** Staff required to drive as part of their job will hold a current and valid driver's licence, hold appropriate business insurance and an MOT where relevant.

## **24. Staff Consultation**

- 24.1.** The Governing Body, through 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 will be offered a role in these consultations.

## **25. Staff Health and Safety Training and Development**

- 25.1.** Line managers/heads of departments within the school 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 centrally. This training needs analysis will be reviewed on an annual basis or on the introduction of new legislation.
- 25.2.** Where new jobs or tasks come about or where there are changes in health and safety legislation training and competency issues line managers/heads of department will be addressed as a matter of priority.

## **26. Staff Well-being / Stress**

- 26.1.** Managers will include workplace stress as part of the risk assessment process identifying areas of concern e.g. workload, job security etc. and implement appropriate control measures, so far as is reasonably practicable.
- 26.2.** Where workplace stress arises, managers will deal with the issue in a sensitive and constructive manner using all available means within CCC to manage stress and assist staff.

## 27. Sun Protection

27.1. Young children may not always be aware of the effects of excessive exposure to the sun. Protecting children from the harmful effects of the sun and heat will involve collaboration between parents and staff at school.

27.2. When there is hot and sunny weather forecast that could affect the health and safety of the children, the school should send reminders to parents about what they can do to help their children at school including:

- **Protective Clothing:** ensuring that children have and wear appropriately protective clothing (e.g. shoulders and neck need to be covered);
- **Hats:** Children are encouraged to bring a hat to school to wear in the sun. Children may also bring sunglasses if they wish;
- **Water:** All children are encouraged to bring a water-bottle to school which they may access at any time. Bottles may be refilled in school from water cooling machines;
- **Sun Lotion:** Parents are requested to apply sun lotion on children before coming to school.

27.3. Staff should take appropriate steps to protect children from the effects of heat and sunshine e.g.:

- Children should be encouraged to drink water to keep hydrated;
- Staff carefully plan where and when children should play when the weather is hot to avoid exposure for long periods.

## 28. Use of VDU's / Display Screens

28.1. The majority of staff within the school are not considered to be DSE users. The school will adhere to the CCC guidelines and procedures – *Working with Display Screen Equipment*.

28.2. Line managers and heads of department will ensure that DSE workplace assessments are conducted for all users when necessary.

## 29. Vehicles on Site

29.1. The Governors/Headteacher will endeavour 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 for all.

### **30. Violence to Staff / School Security**

- 30.1.** Risks to personal security, premises and property will be assessed through the risk assessment process. Security in the school is the responsibility of Headteacher and the governing body who will liaise with their local Crime Prevention Officer.
- 30.2.** Managers/heads of department are responsible for assessing the risks of violence to staff.
- 30.3.** Where violence is identified as a significant risk line managers will ensure that appropriate control measures are put in place.
- 30.4.** Staff must report incidents of violence and aggression in the same manner as accidents.

### **31. Working at Height**

- 31.1.** Line managers/heads of department will ensure that working at height is risk assessed in accordance with Schools Working at Height Procedures and Guidance and that appropriate control measures are put in place to mitigate those risks.
- 31.2.** 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.

### **32. Work Experience**

- 32.1.** Not applicable at the school at the time of the agreement to this policy.

### **33. Workplace Inspections and Premises Risks**

- 33.1.** The Headteacher/heads of departments/Delegated Persons responsible for premises/departments will undertake workplace inspections every 12 months using the Premises Checklist.
- 33.2.** The Premises Responsible Person (i.e. the Headteacher, or Assistant Headteacher in their absence) / site manager will ensure that hazards associated with premises are monitored and controlled. Legionella checks and holding a copy of the asbestos register on site are examples of significant property risks that are being controlled.

