



HEALTH AND SAFETY POLICY

ADOPTED :

Model Policy adopted by GRS

DATE OF LAST REVIEW :

October 2021

REVIEWED BY :

Governing Body

DATE OF NEXT REVIEW :

October 2022

PURPOSE

The Gorse Ride Schools are committed to providing and maintaining a safe and healthy working environment for our staff and for ensuring that the Schools' premises and activities do not adversely affect the health and safety of our pupils or any other people. The Schools' aim to integrate health and safety into everything we plan and do so that it becomes an intrinsic part of our culture.

Our Statement of General Policy is :

- to provide adequate control of the health and safety risks arising from our work activities;
- to consult with our employees on matters affecting their health and safety;
- to provide adequate resources for health and safety;
- to ensure the standards required by health and safety legislation are met as a minimum and where possible, exceeded;
- to provide and maintain plant, machinery and equipment which is safe, has been manufactured to a British, European or International standard, is regularly inspected, tested and maintained as appropriate; and that offers protection from danger by being suitably guarded (where appropriate). This would include such items as heating and hot water plant, kitchen equipment and appliances e.g. meat-slicer, powered cleaning equipment and portable electrical appliances;
- to ensure safe handling, use, storage and transport of articles and substances;
- to provide adequate information, instruction and training to enable staff and pupils to carry out their work activities in a healthy and safe manner, and to enable them to contribute positively to their own health and safety and that of others;
- to ensure all employees are competent to do their tasks;
- to prevent accidents and cases of work-related ill health;
- to make arrangements within the school for the reporting of all accidents/incidents to the LA;
- to make positive arrangements for fire evacuation, first-aid and other emergency situations;
- to provide and maintain a safe and healthy school building with safe access and egress, paying particular attention to the structure of the buildings, the electrical installation, draining, glazing, maintenance of floors / corridors / playgrounds / steps / doorways / fire escape routes and security arrangements which would minimise the risk of acts of violence;
- to provide and maintain a safe and healthy working environment with effective management of illumination, temperature, ventilation, dust, smoke, fumes, noise, cleanliness and food hygiene and adequate protection against occupational disease and infestation;
- to provide and maintain adequate welfare arrangements such as eating, washing and toilet facilities and accommodation for clothing and personal belongings;
- to provide and maintain an effective road safety provision which includes regular liaison with parents and staff to minimise the risks to pupils arriving at and leaving school
- to include aspects of child/personal safety within the curriculum which includes safety at home, on the road, around water areas and railway lines, fire / matches / fireworks, talking to strangers, bullying, smoking and drug abuse and healthy eating;
- to ensure so far as is reasonably practicable, the health and safety of visitors to the school (see section 10 for example of identifiable visitors) and any other persons who may be

- affected by the acts or omissions of members of staff or pupils whilst taking part in school activities; and
- to review and revise this policy as necessary at regular intervals.
- To regularly review this policy to ensure health and safety arrangements are still adequate.

To ensure health and safety standards are maintained / improved, the following people have responsibility in the following areas.

GOVERNING BODY

The Governing Body :

- shall ensure so far as is reasonably practicable the health, safety and welfare of teachers and other education staff;
- shall ensure so far as is reasonably practicable the health and safety of pupils in-school and on off-site visits;
- shall ensure so far as is reasonably practicable the health and safety of visitors to schools, and volunteers involved in any school activity;
- shall guide and monitor the EHT to ensure that he/she keeps health and safety as a high priority in the day-to-day management of the school;
- shall appoint one of the Governors to be the Governor for Health and Safety;
- shall discuss and resolve so far as is reasonably practicable, health and safety issues at meetings of the Governing Body; and
- shall carry out an annual appraisal of the safety performance of the school.
- shall establish an effective management system which provides support to children with medical conditions.

EXECUTIVE HEAD TEACHER

The Executive Head Teacher is responsible for the day-to-day management of the school and shall so far as is reasonably practicable :

- ensure that the school's Health and Safety Policy is implemented and adhered to at all times;
- ensure that all members of staff know, understand and accept their health and safety duties and responsibilities;
- ensure that adequate resources are allocated to facilitate healthy and safe working and teaching practices;
- ensure that the Governing Body is advised of health and safety implications when undertaking the management of the school budget;
- ensure that all employees, pupils and visitors receive adequate information, instruction, training and supervision, both within school and on school trips as appropriate;
- ensure that all machinery, appliances and equipment purchased by or used within school, conforms to a British, European or International Standard, is used in the manner that it was designed for and is periodically examined, tested and maintained as appropriate;

- ensure the use of safe working practices and where necessary draw up and communicate written codes of practice for safe working and teaching;
- ensure that only approved chemicals and substances are used at school and ensure that the appropriate safety information and risk assessment is available to the user;
- ensure that suitable and appropriate protective clothing is provided for staff and pupils who require it, and ensure that it is worn when necessary;
- ensure that adequate first aid treatment is available by the provision of a First-Aider or appointed person and ensure that first aid boxes are kept adequately stocked;
- ensure that accidents are recorded and where necessary, investigated and reported to the LA as soon as possible and also reported to the Governing Body.
- ensure that a record is kept of any contagious disease that is contracted, all acts of violence and bullying and that they are reported to the Governing Body as appropriate;
- ensure that fire procedures are planned and are rehearsed at least once per term;
- ensure that fire equipment, fixtures and exits are checked periodically and maintained to ensure that they are in working order;
- ensure that adequate welfare facilities are provided and maintained for staff and pupils;
- ensure that periodic safety inspections of the school are carried out;
- ensure that there is consultation with the staff Safety Representative on matters of health, safety and welfare;
- ensure that contractors working in the school, report to him/her before work commences in order to ascertain work details and agree safety procedures;
- ensure that in his/her absence, health and safety duties are delegated as appropriate;
- ensure that there is an annual appraisal of the school's health and safety performance;
- ensure that risk assessments are undertaken and reviewed as appropriate; and
- review and up-date policy as appropriate.

TEACHING AND NON-TEACHING STAFF

All Teaching and Non-Teaching Staff shall, where appropriate and so far as is reasonably practicable:-

- ensure that the School's policies are implemented at all times;
- be responsible for the health and safety of the pupils they supervise;
- ensure that equipment used at school is safe and presents no risk to health and ensure that any defects are reported immediately to the Head of School so that the equipment can either be repaired or disposed of;
- in the event of a fire, ensure that all pupils know the fire procedure and are evacuated safely;
- in the case of an injury, arrange for suitable first aid treatment, investigate the accident that caused the injury and record the details in the accident book;
- ensure that all classroom-based activities are carried out in a safe and healthy manner;
- ensure that playground activities are supervised as appropriate and ensure that any violent behaviour is stopped;
- ensure that pupils are adequately supervised whilst on midday dinner;
- ensure that, whilst pupils are playing for a sports team, provision has been made for dealing with injuries and other emergencies;

- ensure that whilst transporting pupils by car, safety seatbelts are worn and the LA's guidelines are followed;
- ensure that when undertaking school trips and holidays, sufficient research, planning, precautions and supervision are undertaken as laid down in the Council's guidelines and Code of Practice. Where specialist instructors are engaged to lead pupils, the role of supervision must be discussed and agreed with the instructor;
- ensure that they do not bring into school any potentially dangerous article or hazardous substance without the expressed permission of the Head of School;
- take appropriate action to make safe any dangerous condition caused by wet or icy weather;
- ensure that any agreed security provisions are carried out;
- co-operate with the Head of School on all aspects of health, safety and welfare; and
- co-operate with the Head of School in undertaking risk assessments for all activities with significant risks, to identify hazards and control measures and to communicate this information to all people who need to know.

SITE MANAGER

The Site Manager carries the following responsibilities. These are recognised in the job description and are decided by the Executive Head Teacher.

- ensure the maintenance of all plant and equipment and report any concerns to the EHT/SBM
- daily inspection of premises prior to the start of the school day
- weekly testing of fire alarms, weekly visual check of extinguishers
- ladder checks as appropriate
- complete any minor repairs either visible, or reported to him/her
- monitor cleanliness, waste disposal, storage of materials
- ensure regular water temperatures are conducted in line with the control of legionella
- maintenance
- use of tools
- monitoring communal areas
- security of the premises and its contents. This will include locking and unlocking doors, fire escapes and gates, and emergency call-out as appropriate;
- some degree of maintenance, repairs and emergency remedial action as necessary, and arranging for any necessary repairs that he/she is not competent to carry out;
- keeping the site manager's maintenance log book up to date;
- moving furniture and equipment, carrying stationery supplies and deliveries, moving milk crates, etc. and where possible this should be done with the aid of handling devices;

PUPILS

All pupils must:-

- co-operate with teachers and school staff on health and safety matters;
- not interfere with anything provided to safeguard their own health and safety;

- take reasonable care of their own health and safety; and
- report all health and safety concerns to a teacher.

ARRANGEMENTS

Item No

1. [Health and Safety Risks Arising From our Work Activity](#)
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1.0 Health and Safety Risks Arising From our Work Activity

Risk assessments are undertaken by any member of staff trained to carry out risk assessment.

The findings of the risk assessments are reported to the EHT and relevant staff members.

Action required to remove / control risks are approved by EHT.

The EHT / SBM are responsible for ensuring the action required is implemented.

The EHT and relevant staff members will check that the implemented actions have removed / reduced the risk.

Assessments are reviewed regularly or when the work activity changes, whichever is soonest. There is no legal requirement to review risk assessments annually unless the current risk assessment is deemed invalid or does not apply.

Risk assessments are kept on the school's shared drive. Hard copies are also available from the school office.

2.0 Consultation with employees

Consultation with employee is provided by:

- Staff meetings
- One to one's with Line Managers
- Discussion with staff governors
- Surveys

3.0 Safe Plant and Equipment

The EHT / SBM are responsible for identifying all equipment that require regular inspection, servicing and maintenance, both by school staff and by third parties e.g. play equipment, electrical equipment (floor buffers etc.), hand tools.

The EHT / SBM are responsible for ensuring effective maintenance procedures are drawn up.

The Site Manager and SBM are responsible for ensuring that all identified maintenance is carried out. Any problems found with equipment are reported to the SBM and/or Site Manager.

The Head of School and ESBM will check that new plant and equipment meets health and safety standards before it is purchased. The school's Health and Safety Advisor will assist if necessary.

No unauthorised electrical equipment will be used on school premises.

Portable electrical appliances are tested by a competent person regularly.

Where appropriate, residual current devices are used with all electrical equipment.

No equipment will be lent to anyone who is not employed by the school or has not been trained to use the equipment

4.0 Safe Handling and Use of Substances

The Site Officer and Citywide will be responsible for identifying all substances that require COSHH (Control of Substances Hazardous to Health) assessments.

Site Officer and Citywide staff will be responsible for obtaining product health and safety data sheets and for undertaking COSHH assessments. Citywide staff will be responsible for obtaining health and safety data sheets and for undertaking COSHH assessments. Further advice and information can be obtained from the school's Health and Safety Advisor (see section 5.0).

The ESBM, Site Officer and Citywide are responsible for ensuring that all actions identified in the assessments are implemented.

Use of chemicals for teaching as set out in the national curriculum, will be done so in accordance with guidance and hazard cards produced by CLEAPSS Schools Science Service.

The Site Officer, ESBM and Citywide will be responsible for ensuring that all relevant employees are informed about the COSHH assessments.

The ESBM and Citywide will check that new substances can be used safely before they are purchased. The school's Health and Safety Advisor will assist if required (see section 5.0 for contact details).

Assessments will be reviewed every 2 years, or when the work activity changes or the constituents of the product change, whichever is the sooner.

5.0 Information, Instruction and Supervision

The Health and Safety Law poster is displayed in the Kitchenette.

Health and safety advice is available from The Children's Services Health and Safety Team

Netsai Piki, Health and Safety Officer

0161 778 0338

The Head of School is responsible for ensuring that our employees working at locations under the control of other employers, are given relevant health and safety information. This information may need to come from the employers based at the other locations. There will be joint dialogue and joint responsibility.

Supervision of young workers / trainees will be arranged / undertaken / monitored by the Head of School and relevant member of staff the trainee will be working with in the school.

The Head of School and ESBM are responsible for ensuring that school employees working at locations under the control of other employers, are given relevant health and safety information.

6.0 Competency for Tasks and Training

Induction training will be provided for all employees by the Head of School or SBM.

Job specific training will be organised by the ESBM and will be carried out by an outside expert e.g. first aid, legionella.

Specific jobs requiring special training are:-

- Site Officer e.g. water temperature testing, ladder inspections, manual handling etc.
- Manual handling
- Welfare
- Cleaning – COSHH awareness (Citywide & Site Officer)
- Administration of medicines,
- Fire Marshalls,
- EVC
- SENCO
- Managing asbestos
- Preparing and/or handling of food on or off site

Training records are kept in the main office.

Training will be identified, arranged and monitored by the Head of School and ESBM.

Training will be identified, arranged and monitored by the Head of School and SLT, sometimes with the assistance of the school's Health and Safety Advisor.

7.0 Accident, First Aid and Work Related Ill Health

Names of all first aiders are displayed by first aid boxes around school and on notice boards.

The first aid boxes are kept in the school office; school hall; KS2 entrance area

All accidents and cases of work-related ill health are to be recorded in the accident log book / accident forms which located in the school office.

Head injuries are communicated to parents as soon as possible by text message/telephone.

All serious accidents/incidents will also be recorded using the Authority's intranet-based accident report form or by entering the data directly into the SAP system or by contacting the call-centre on 0161 909 6550.

The Health and Safety Team at Unity House are responsible for reporting accidents, diseases and dangerous occurrences to the Health and Safety Executive as required by the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR). These accidents/incidents/diseases must be reported in writing to the HSE within 10 days.

Incidents that result in an employee being away from work, or unable to perform their normal work duties, for more than seven consecutive days as the result of their injury are reported to the Central H&S Team within 15 days of the accident. This seven day period does not include the day of the accident, but does include weekends and rest days.

Incidents that result in a worker being incapacitated for more than three consecutive days but no more than seven (whether absent or not), are recorded in an accident book compliant Social Security (Claims and Payments) Regulations 1979 (BL 510).

All serious accidents/incidents will be investigated in accordance with guidance set out within the Children's Services Health and Safety Policy, in order to prevent a recurrence of the accident/incident.

Major accidents/incidents e.g. asbestos fibre release, fatality, fire etc., are still investigated by the Local Authority's Emergency teams.

The Head of School and ESBM are responsible for investigating accidents. The school's Health and Safety Advisor will undertake this task if required and produce an investigation report.

The Head of School, ESBM and the Governing Body are responsible for acting on investigation findings to prevent a recurrence.

The Head of School, ESBM and the Governing Body are responsible for investigating work-related causes of sickness absences.

8.0 Monitoring

To check our working conditions, and ensure our safe working practices and policies are being followed, we will: -

- Carry out classroom inspections termly (carried out by the Teacher responsible for the classroom);
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- Carry out external inspections and inspections of communal areas termly (carried out by Site Manager).
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- Conduct a full walk-round inspection annually with the H&S Governor, the Site Officer, the Head of School (or nominated representative), ESBM and the school's Health and Safety Adviser (if required).
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- Comprehensive audits will be undertaken every three years by the school's Health and Safety
- Advisor and 'statutory document' checks will be undertaken annually.

9.0 Emergency Procedures – Fire and Evacuation

The Executive Headteacher and Head of School are responsible for ensuring the fire risk assessment is undertaken and implemented.

The Head of School will act in the role of the Fire Control Officer to oversee the evacuation process. The SBM will act in this capacity in the Head of School's absence.

Names of Fire Wardens are displayed by fire extinguishers and other prominent place throughout school.

Escape routes and exits are checked daily by the Site Officer.

Fire extinguishers are maintained and checked annually by Firemark and monthly by the Site Officer.

The fire alarm is tested weekly by the Site Officer using different call points in rotation and is tested/inspected and maintained annually by Aarhus.

All checks carried out in house are recorded.

Emergency evacuation / fire drills are carried out termly.

Records are kept in the Health and Safety file in the school office.

10.0 Visitors to School Premises

Any person visiting the premises is requested to make an appointment prior to the visit.

Identifiable visitors and other persons who may be affected include:-

- invited guests and visitors to the school;

- volunteers and students who may assist with teaching;
- parents and customers to events such as jumble sales / Christmas Fayres;
- users of school property out of school hours such as an aerobics class or a football club;
- bus drivers or other persons encountered on an external trip or holiday;
- contractors at the school (other than their own work activity, which they themselves are responsible for);
- Council employees such as peripatetic teachers, grounds maintenance staff, advisers, refuse collection operatives;
- deliverers of goods, meter readers;
- trespassers.

On entering the premises, visitors must go to the reception / main office and sign-in the visitor's book unless alternative arrangements have previously been arranged with the Head of School e.g. contractors may wear ID badges.

Any contractor arriving on-site for the purpose of undertaking work, must consider the asbestos register and the site plan. They must then sign the 'Authorisation to Commence Work' form whether they will be working near any asbestos or not.

All visitors will be issued with a visitor's badge which is to be worn for the duration of the visit.

On departure, visitors must sign-out the visitors book.

Visitors to the Head of School, or other member Visitors who are to stay in the school and who will come into contact with children will be asked to provide details of their DBS check and proof of their identity of staff who will NOT be in contact with children and will NOT be left alone will not be asked to provide this information. ALL visitors to the school will be escorted around the building. DBS details will be kept on-file as part of the school's single central record.

11.0 Contractors and Safety

In the event of 'refurbishment and/or construction' work being undertaken on the premises, contractors will meet with the Head of School, members of the Governing Body, ESBM, the Site Officer and the school's Health and Safety Adviser prior to the work commencing. Contractors will be provided with details about any hazard/risk that may affect them and school rules, evacuation etc., will be explained.

Risk assessment(s) and method statements should be carried out by the contractor, prior to the commencement of the work and they must notify the Head of School of any additional hazards they may create during the course of their work. Activities carried out by a contractor must not present additional risk to others in the vicinity of the work.

Contractors are referred to the School Asbestos Register, which highlights the known and suspected areas that may contain asbestos before any work commences (refer to section 24.0 – Asbestos). This includes IT work involving cable installation. They must sign the Authorisation to Commence Work form on the day of arrival on site, prior to any works starting, even if it is not working with or

near any known asbestos. If any additional asbestos is discovered, that the school were previously

unaware of and/or any identified asbestos is accidentally disturbed during the works, the Asbestos Emergency Evacuation Plan must be followed.

If the work being carried out has a dangerous element e.g. roof work, plant and machinery on site, all efforts will be made to ensure it is carried out at time when the children are in away from the vicinity and so cannot be affected.

Minor works are carried out by competent contractors. The Head of School is responsible for checking (to the best of his/her ability,) the competence and safety awareness of any contractors that are not employed using the Local Authority. The school's Health and Safety Adviser will assist with this if required.

This is done by following these general guidelines:-

- Recommendation by the Diocese in accordance with Diocesan policy of procurement and as a result of due diligence carried out by Diocesan agents (EC Harris Ltd).
- Past performance, reputation and satisfactory work in School or other school location;
- Proof of competence e.g. qualification certificates;
- Accredited health and safety schemes (e.g. CHAS, RoSPA, Constructionline);
- Membership / Accreditation by trade bodies (e.g. Gas Safety registered, IEE etc);
- Production of an adequate company Health and Safety Policy;
- Submission of suitable and sufficient risk assessments/method statements;
- Cost.

All contractors are required to sign in and wear a visitor's badge.

Contractors must not leave their equipment unattended.

The Head of School / Site Officer are responsible for monitoring contractor's activities whilst on site.

Under no circumstances will contractors be allowed to use equipment belonging to the school.

12.0 Educational Visits / Extra Curricular Activities (in schools)

The Head of School is responsible for ensuring that the Education Trips and Visits Code of Practice is followed. This policy adopts the guidance set out in the Department for Education and Skills (DfES) document entitled 'Health and Safety of Pupils on Educational Visits'.

The Educational Visits Co-ordinator for the school is Miss Charlene Skeels.

Educational visits must be authorised by the Head of School/Executive Headteacher in advance.

The Head of School or Senior Leader will ensure that all appropriate information relating to the trip e.g. arrival/departure times, clothing requirements, contact numbers etc. is communicated to the parents of the children and that parental consent is obtained.

Adult supervision will be:-

Nursery: 1:2,
Reception: 1:4,

Year 1 to 2: 1:6
Year 3 to 4: 1:8
Year 5 to 6: 1:10 / 1:15

Advice relating to educational visits can be obtained from:-

Mr Simon Willis
LA Trips and Visits Co-ordinator
Tel: 07739 246012

Refer to the Educational Trips and Visits Code of Practice for detailed procedures and guidelines.

If parental helpers are used, parental consent is given to the school in writing. Parental and other non-employed helpers must be DBS checked if they are likely to be supervising children in the absence of a member of staff. Otherwise, parents and non-employed helpers will always be will a member of staff from school.

The Head of School is responsible for ensuring that all vehicles used for the purpose of transporting children to and from specified destinations, are properly taxed, insured and have valid M.O.T. certificates.

13.0 Movement of Vehicles

Vehicular access will not be permitted when children are entering or leaving school. Vehicular access will only occur in the event of an emergency or work related instances. Gates will be opened at 8.30am and closed at 9 am. They re-open at 3.00pm and are closed again at 3.30 pm.

14.0 School Security and Personal Security

Refer also to 'Section – 10.0 Visitors'.

Security of the school is maintained by:

- Perimeter fencing
- External Doors being locked during school hours
- CCTV
- Signposting
- Security lighting
- The School is fenced off and gates are locked during lesson time.
- The main entrance door (except the door to the foyer) and all side doors are locked during the School day.
- All visitors to School are issued with a badge and are required to sign in and out and to confirm whether or not they have had a DBS check.
- Burglar alarm

- Head of School/Site Officer are the only school staff to have keys to all areas of the building.

Children are encouraged to be vigilant and report any unknown adult in school who is not wearing a badge to a member of staff. Children are not permitted to allow anyone into the school whether the person is known or not known.

The Site Officer or last key holder out is responsible for checking the locking of all doors and windows. The school buildings must be checked by the last person leaving, ensuring all windows and outside doors are secure. This is the Site Officer's responsibility and he has access to a mobile telephone for use in an emergency.

Staff working late, should ensure doors are locked, and notify someone responsible (i.e. a family member or a colleague) of their presence in school and give an indication of the time they will be leaving and the time they are expected home.

The Site Officer is responsible for regularly checking external lighting and burglar alarms within school. Any faults will be reported to the Head of School or the school office and recorded in the Defects book for action.

All money collected in school is promptly dispatched to the school's safe until it can be banked.

Home visits are usually carried out at the start of each school year or when a new pupil starts at the school. Lone working is not permitted and staff attend home visits in pairs and have access to a mobile telephone. A list of the proposed visits is lodged in the school office, so school-based staff always know the location of peripatetic workers. Regular contact is maintained between school and staff conducting home visits.

The Nursery teachers carry out Home visits with at least one other member of staff. Other staff are informed of their whereabouts and regular contact is maintained with School.

If any adult working in the school has suspicions that a person may be trespassing on the school site, they must inform the Head of School immediately. The Head of School will ask the intruder to leave the school site straight away. If the Head of School has any concerns that an intruder may cause harm to anyone on the school site, she will contact the police.

15.0 Occupational Stress

If a Manager feels it is necessary to refer a member of staff to the Occupational Health Unit, he/she should contact a Human Resources Officer based within the Human Resources Department at Civic Centre in the first instance.

The health and wellbeing service can provide support for employees by offering a confidential stress counselling service, for both personal and occupational stress. Employees wishing to access the counselling service may do so by contacting 0161 206 6211.

The service is based at 2A, Wenlock St., Swinton M27 9PP, Tel No: 0161 206 6211/6215.

16.0 External Groups / Activities

No external groups currently use school premise outside of school hours.

17.0 Safety in the Community

Safety in the community is addressed by:

- Healthy Schools Team
- Police
- Crucial Crew – Year 6
- Local Fire Safety Officers
- School topics

Talks/seminars are planned across the year as and are targeted as needed and/or as part of the broader curriculum.

18.0 Violence, Behaviour, Bullying and Harassment

Efforts will be made to train staff how to handle violent and aggressive situations.

If faced with a violent aggressor, eye contact should be avoided, voices should not be raised and aggressive stances should not be taken. Nothing should be done or said to antagonise the situation.

If staff are taking pupils out of the building to a point where a telephone would not be easily accessible e.g. onto playing fields, then a mobile phone will be taken to ensure assistance could be summoned quickly in an emergency. Before pupils are taken to such areas, ensure a mobile phone signal is available (if reasonably practicable to do so).

If staff are entering an area where there have been previous incidences of violence and/or aggressive behaviour from third parties, the possibility of providing additional staff i.e. 'doubling-up', will be considered.

The school will address bad behaviour, bullying and harassment involving pupils by:

- Anti-Bullying Week
- Anti-Bullying/Race Returns to LA
- Speaking to parents
- Relevant policies in place

The school will address good pupil behaviour by implementing school behaviour policy.

The school will address bullying and harassment involving staff by implementing school behaviour policy.

The school will address bullying, aggression and harassment involving parents by implementing school behaviour policy.

19.0 Health and Safety in the Classroom

A monitoring system has been set up to ensure that any hazards in the classroom are identified and that regular inspections of the area are carried out. A staff member is made responsible for each classroom (usually the Teacher in that Classroom). See section 8.0 'Monitoring'.

Pupils are encouraged to report any hazards to a Teacher e.g. a loose wire on a piece of electrical equipment, spilt liquid on the floor. Their ability to do this will obviously be dependent upon their age and their understanding of a hazard.

Anything of concern will be reported to the Head of School/ESBM or Site Officer verbally and by creating a job sheet / writing the request in the Site Officer repairs log book so that it can be dealt with as soon as possible. Pupils will be kept away from the hazard until it has been removed.

20.0 Site Officer

The role of the Site Officer is to ensure the smooth running and security of the school premises, including maintaining it in a clean and hygienic condition. Not only has the Site Officer got to look after his/her own safety, but has a major role in the safety of all the school population.

The Site Officer will be trained for all tasks that require specific training e.g. water testing for control of legionella, handling chemicals, manual handling.

Appropriate equipment and tools will be provided to ensure tasks can be undertaken safely.

The Site Officer will maintain the defects log book.

Adequate external lighting will be provided to enable the Site Officer to safely enter and exit the school during hours of darkness.

Any dangers associated with Lone Working have been identified and assessed (use the Lone Working checklist).

21.0 Health and Safety in the Office

Offices will be safe to work in and any risk to health and safety will be reduced as far as is reasonable practicable and the managed accordingly. See section 1.0 'Health and Safety Risks Arising from Our Work Activity', and the appropriate control measures will be implemented. Also refer to the Generic Office Risk Assessment document.

A monitoring system has been set up to ensure that any hazards in the office are identified and regular inspections of the area are carried out. An individual will be made responsible for the office.

Office personnel are expected to report any hazards e.g. a loose wire on a piece of electrical equipment. Where it is safe to do so, staff are expected to isolate the hazard and/or remove it e.g. spilt liquid on the floor (slipping hazard).

A Display Screen Equipment (DSE) assessment will be undertaken for all personnel who habitually use a computer for more than an hour a day, every day (referred to as a 'user').

Office personnel will be encouraged to undertake the Salford City Council e-learning course VDU (Visual Display Unit) and workstation health and safety.

Any member of staff classed as a 'user' of Display Screen Equipment is entitled by law, to have a free eyesight test and if the Optician concludes that VDU glasses are needed, these will be provided free of charge. A specific pair of VDU glasses will be selected by the Head of School and Governing Body for this purpose. Any member of staff who needs VDU glasses may choose a different pair, but they must make up any difference in cost themselves.

22.0 Medicines

Children who require support for medical conditions have the same rights of admission as other children. Children who have a disability which requires medical support are protected from discrimination by equalities legislation. Children with medical needs must be supported in school and can only be required to leave school for medical reasons if this is to receive emergency treatment or if their presence represents a serious risk to the health or safety of other children or school employees, for example if they are infectious. In these circumstances a head teacher/teacher in charge may send the pupil home after consultation with the pupil's parents. This would be an authorised absence not an exclusion.

Children may require support for acute, short term and long term medical conditions. Short term conditions are for example finishing a course of antibiotics. Long term conditions (chronic conditions) are for example epilepsy, diabetes, asthma or allergy leading to anaphylactic shock.

The Governing Body will establish an effective management system which provides support to children with medical conditions.

The Head of School will communicate with parents, pupils and health professionals where necessary, for example in making an agreement to administer medicines or making a health care plan.

The Head of School will store medicines safely and where necessary provide training for personnel who administer or supervise administration of medicine.

See administration of medicines policy, and asthma policy for more details.

23.0 Asbestos

The school has had a full Management Survey (previously named Type 2) carried out.

Any asbestos that was classed as high risk has been removed and any remaining asbestos has been encapsulated and is monitored annually for signs of deterioration.

An asbestos management plan is implemented in school.

All contractors coming into school to do work, are required to look through the asbestos management plan and sign the 'Authorisation to Commence Work' form.

If asbestos is suspected, stop work immediately and follow the emergency procedure. If asbestos is

accidentally disturbed, follow the emergency procedure.

If non-intrusive, minor works are to be carried out, an asbestos Management Survey (previously referred to as a Type 2 survey) will be carried out in the area of the planned works, prior to the works commencing.

Whenever any refurbishment or demolition work is due to be carried out, an asbestos Refurbishment and Demolition survey of that area will be carried out (previously referred to as a Type 3 survey), prior to any works commencing.

The Asbestos Management Plan shall be reviewed annually.

Asbestos in the building will be monitored annually.

24. Control of Legionella

The School recognises the need to carry out a risk assessment for Legionella. The Control of Legionella Approved Code of Practice L8 (ACoP) and associated guidance (HSG274 – Part 2) has deemed the Head of School (The Dutyholder), responsible for ensuring that this risk assessment has been made. In conducting the assessment, the Dutyholder has appointed an external party who are also known as the responsible person(s) and help the Head of School to meet her health and safety duties, i.e. take responsibility for managing the control scheme.

The risk assessment considers and evaluates:-

- clear allocation of management responsibilities;
- competence and training of key personnel;
- a description of the water system, including an up-to-date schematic diagram;
- an evaluation of the risk;
- safe operating procedures for the water system, including controls in place to control risks;
- monitoring, inspection and maintenance procedures;
- results of monitoring, inspection and any checks carried out;
- limitations of the legionella risk assessment;
- arrangements to review the risk assessment regularly and particularly when there is reason to suspect it is no longer valid.

The risk assessment (no longer required every two years) is kept on site at the school and water temperature monitoring is carried out by the Site Manager. These results are recorded and are kept for five years.

25. Addendum – Response to COVID-19

ADDENDUM TO HEALTH & SAFETY POLICY IN RESPONSE TO COVID-19 AND THE WIDER SCHOOL RE-OPENING JUNE 2020

In addition to this addendum, please refer to;
Operational Risk Assessment

Staff Handbook
Pupil handbook
Bereavement Policy
Behaviour Policy
SEND Policy
Safeguarding Policy
Medical Policy
Intimate Care Policy

Net capacity and organisation of teaching space

A maximum of 10 pupils will be allowed in each classroom to allow for social distancing. This is dependent on the size of each individual space. Children will stay within their own bubble and will not be mixing with other children.

STAFF AVAILABILITY

The school have an 'availability to work' staffing list which is updated on a regular basis. The school are operating a rota system with those members of staff not on the rota working from home and expected to be on stand by and available to come into work if needed. Those members of staff not working on site will be working from home.

MOVEMENT ROUND THE SCHOOL

Circulation plans have been reviewed and revised. One-way systems are in place where possible and corridors have been divided if feasible. The children will be placed in 'bubbles' and each bubble will start and finish at different times. In addition, playtime and lunch will be staggered. Movement around the school to be kept to a minimum.

STAFF WORKSPACES

Rooms have been reviewed and furniture has been put in place to allow for social distancing. Use of the staff areas is to be staggered. School office is closed to all staff and pupils and parents/carers are not allowed to enter the building. Staff to wipe down computers after use.

POLICY REVIEW

The following policies have been reviewed and updated in response to COVID-19; Safeguarding Policy; Behaviour Policy, SEND Policy; Bereavement Policy; Medical Policy; Intimate Care Policy and Health & Safety Policy.

STAFF CPD

Any CPD for staff will be accessed online. Face to face CPD will not take place during this time unless essential. If face to face CPD is required then social distancing measures will be adhered to.

RISK ASSESSMENT

An Operational Risk Assessment has been completed and shared with staff, Governors and

parents/carers. In addition, the CT will complete RA for lessons. Individual RA's have been completed for any staff with underlying health issues.

CLEANING

An initial deep clean of areas has been undertaken prior to re-opening. The Site Officer will be on site for the majority of the day and the cleaning will be supported by a rotation of cleaners. The cleaners will empty bins, clean toilets and high touch areas frequently throughout the day. There are checklists on each room which will be marked off as and when. Each room has been provided with cleaning products which can be used by staff if needed.

HYGIENE AND HANDWASHING

Staff and pupils will be reminded about the importance of handwashing and this will be built into the daily routine. There are hand sanitization units placed throughout the school and individual hand sanitizers on each pupil's desk. Staff should wash their hands and surfaces before and after handling pupils' books. Soap and handtowels available in each room. The use of handryers is discouraged. Individual boxes of tissue will be provided and pupils and staff encourage to 'catch it, kill it, bin it'. There is signage displayed throughout the school to remind staff and pupils to remind them of the importance of hand hygiene.

CLOTHING AND FABRIC

All toys, cushions and soft furnishings have been removed from classrooms as these cannot easily be cleaned. All fabric chairs in the staffroom have been removed and also the seating area in the reception area. The fabric chairs in the office are to be used by the same member of staff only and wiped down at the end of each day.

MEDICAL ROOMS

There are two medical rooms available and one outdoor medical room. Both internal rooms have been stripped and have a chair, table, cleaning products, lidded bin, tissues, hand sanitiser and PPE equipment inside. If a child is presenting with symptoms he/she will be taken to the medical room until he/she is collected. Once he/she has gone home the member of staff who dealt with the child will place a sign on the door to indicate to the cleaner that it needs cleaning. This room will then be cleaned thoroughly.

INFECTION CONTROL AND RESPONDING TO INFECTION

The school will follow the advice provided by the Local Authority on how to manage suspected and confirmed cases in school [Guidance on suspected cases in education settings FINAL 3 June 2020.docx](#) If there is a confirmed case in the school community we will contact the Infection Control team for further advice. If there is a confirmed case in a bubble this will mean that all bubble members (children and staff) will need to self-isolate for 14 days as they are 'contacts' to the confirmed case. It is important that the integrity of your bubbles is maintained as far as possible to minimise the impact of those sent home to isolate for 14 days.

The school will undertake any necessary cleaning after someone has been unwell on the premises.

PPE EQUIPMENT

The Government advise that PPE equipment does not need to be used in school. There are PPE 'kits' available to use if needed i.e. if a pupil/member of staff is presenting with symptoms. These kits are located in the medical room and office.

COMMUNICATION

Weekly virtual SLT meetings led by EHT, bi-weekly virtual LT meeting led by HOS or EHT. Weekly email to staff by HOS and EHT. Bi-weekly report to governors by EHT. Parents/carers updated by

text/email/website as and when required.

RECEPTION AREA

Fabric seating has been removed. Toilet will only be used by those members of staff working in the office. There will only be one person able to wait in reception at any one time. There will be a '2 meter' mark on the floor to indicate where the individual should wait. Social distancing guidance is clearly displayed. There will be a hand sanitation unit available for visitors to use. There is a glass screen between the reception and office which will remain closed at all times. No parents/carers will be permitted into the school building unless essential. Any essential visitors must comply with all required control measures in place.

STAFF AREAS

The staffroom has been sectioned so 4 members of staff can sit and have their lunch at any one time whilst still obeying social distancing. Staff have been asked to wipe down the microwave etc after use. There will only be one person able to use the kitchenette area at any one time due to space restrictions. The staff working with Y6 will use the kitchenette area and Y3 classroom for their lunch and the staff working with the key worker children will use the staffroom.

PUPILS WITH UNDERLYING HEALTH ISSUES

Pupils who are clinically vulnerable must not attend school. Pupils who are classed as vulnerable must consult their health care provider for further advice before contacting the school to discuss their child returning to school. Parents/carers to discuss their child's underlying health issues with the school who will ensure that the appropriate guidance has been acted upon. School have an up to date register of pupils with underlying health conditions.

STAFF WITH UNDERLYING HEALTH ISSUES

Staff who are clinically extremely vulnerable or live with someone who is clinically vulnerable will continue to work from home to minimise the risk of infection. Staff who are vulnerable must consult their health care provider for advice. The school will carry out a full RA for all those staff who come under either category. This RA will be shared, signed and retained on file.

MENTAL HEALTH CONCERNS

Staff are encouraged to focus on wellbeing. Information is shared through the HOS weekly mid-week message and EHT weekly message. Phone numbers are made available and staff are aware that they are contactable at any time. There is a section within the staff handbook which mentioned mental health and this was discussed at the INSET on Monday 8th June.

BEREAVEMENT SUPPORT

The Partnership's Bereavement Policy has been updated in response to COVID-19. Key staff will access 'bereavement training' through an external agent. Majority of school staff have already completed training through 'Bereavement UK'.

FIRE PROCEDURES

The school's Fire Procedures have been updated and shared to reflect the change in use of rooms etc. A planned fire drill will be scheduled when each new cohort attends school for the first time so that pupils and staff are aware of their access routes and new assembly point. All staff have completed the on-line Fire Awareness course.

MANAGING ROUTINE INSPECTIONS

All required services and maintenance visits are up to date. The Site Officer will continue to carry out his daily, weekly, monthly and termly checks as normal. The ESBM has a spreadsheet which shows when a service was carried out and is next due which can be referred to.

CONTRACTORS ON SITE

Any work which is deemed essential will continue as usual. The ESBM will risk assess each individual visit before the booking is confirmed. The contractors will be requested to only attend site if they are symptom free and that they have their own procedures in place to ensure effective social distancing is maintained at all times whilst on the premises. All personnel invited on to the school premises will be required to comply with the control measures in place as stipulated.