

Health and Safety Policy Statement

Roxeth Mead School takes its duties for Health and Safety seriously. The arrangements for health and safety have been drawn up having regard to the Children and Families Act 2014, SEND CODE 2014 and Keeping Children Safe in Education 2015 and the Health and Safety Advice on Legal Duties and Powers for Local Authorities, Head Teachers, Staff and Governing Bodies (2013)

The school recognises the importance of the EYFS provision and is committed to working within the EYFS Statutory Framework for every child's:-

1. Learning
2. Safeguarding
3. Development
4. Welfare

We will take all reasonable steps to provide a safe and caring environment for children, staff and our visitors. All personal data/information maintained in this respect will be held in the strictest confidence in line with relevant legislation.

Responsibilities

The governing body along with the Head teacher have overall responsibility for health and safety. It is the policy of the Governing Body, so far as is reasonably practicable, to:

- Ensure health and safety has a high profile
- Establish and maintain a safe and healthy environment throughout the school
- Monitor and review health and safety
- Ensure adequate resources for health and safety are available
- Consult staff and provide training opportunities
- Prepare an effective emergency evacuation procedure and arrange for regular practice evacuations to take place and for the results of these to be recorded;

The Head teacher and the H&S Officer will:

- Develop a health and safety culture throughout the school
- Ensure staff are aware of their responsibilities and arrange appropriate training
- Take daily operational decisions
- Draw up health and safety procedures
- Monitor effectiveness of procedures
- Ensure information is reported to the relevant bodies wherever necessary
- Update governors

All staff will:

- Support the implementation of health and safety arrangements
- Take reasonable care of themselves and others
- Monitor their own work activities and ensure safe practice
- Ensure as far as is reasonably practicable that their classroom or work area is safe and report any deficits
- Make themselves aware of all safety rules, procedures and safe working practices applicable to their jobs. If in doubt they must seek immediate clarification from the Head teacher
- Ensure that all equipment is in good condition before use and report any defects to the Head teacher
- Not interfere with or misuse anything provided in the interests of health, safety and welfare
- Ensure that any accidents and potential hazards, are reported to the Head teacher- whether or not an injury actually occurs.

All staff are encouraged to make suggestions for changes/improvements at any time

Employees have a duty to report any risks or deficiencies in Health and Safety matters to the Head teacher or the Health and Safety Officer

General Health and Safety Arrangements

- Smoking is not permitted anywhere on the school site.
- Mobile phones must not be used on the school premises and must be switched off when entering the school grounds and buildings.
- Except in an emergency, all contractors are employed out of school hours. When contractors are on site they are expected to follow school procedures.
- Regular checks of buildings and grounds are carried out by the health and safety officer to monitor the upkeep of buildings and grounds and a thorough annual review is carried out with all aspects monitored.
- Playground equipment is checked regularly and professional maintenance is carried out on the wooden climbing equipment
- Fire systems, electrical items, water purity, gas boilers etc are all maintained annually by professional firms.
- Items recorded in the Maintenance Book will be dealt with as soon as practical.
- All staff are expected to carry out on-going daily monitoring and report shortcomings either verbally if urgent, or via the Maintenance Book for more routine matters . **All** items must be reported in the Maintenance Book and signed and dated.
- The governors agree to appropriate training for staff in relation to health and safety.
- All new staff will be advised on safety procedures and other relevant information as part of their induction programme.
- Cameras may be used at school events but parents not wishing their child to be photographed must state this on the school consent form to enable staff to prevent the child being photographed.

School Building Access

- The students entrance is opened at 8.45 a.m. and this entrance and the car park gates (if open) are locked at 9.15 a.m. and all access to the school is then only by ringing the bell and via the main entrance. The car park gates are only opened if required.
- The main entrance is kept locked and has a high lock fitted above child access height.
- All visitors are required to sign in and out and a record kept. Visitors must wear a visitor badge.

Equipment

- Any equipment in school should be used safely and for its intended purpose only.
- Equipment identified as defective should be taken out of use immediately and labelled accordingly and where practical put in the resources room. Admin staff should be informed immediately in order that arrangements for repairs or replacement can be made swiftly.
- No second hand equipment must be introduced to school without the agreement of the Head teacher. This equipment must be tested and certified as safe prior to use.
- Electrical equipment is tested regularly. Plugs and leads will be visually checked regularly. If staff notice any defects then the equipment must not be used. Equipment should be labelled as faulty and a note made in the Maintenance Book. If urgent then Mrs Hinton should be informed.
- Electrical sockets should be switched off before a plug is removed and safety sockets replaced in the sockets after every use.
- Fire fighting equipment and alarm systems are maintained via annual contract and with weekly and quarterly testing. .
- Play equipment is checked regularly and wooden play area maintained via a maintenance contract.
- Hazardous substances, such as cleaning materials, etc., are kept locked in an appropriate storage areas and COSHH records kept..

Asbestos

In accordance with the Control of Asbestos Regulations (2006), the following steps are in place in order to minimise the risks from any asbestos that may have been used in the construction of the school's building:

- A full asbestos survey was conducted in 2011 and the building declared free of any asbestos.
- The survey and accompanying documents are located in the H&S certificate file.
- The asbestos survey is available to all staff.
- The survey is available to contractors prior to the commencement of any building works.

Climbing and Lifting

- Staff should not climb on chairs or desks at any time. Low ladders or steps are provided on each floor for this purpose and must be used where appropriate e.g. accessing storage or putting up displays.
- Staff should not attempt to lift anything large or heavy out of cupboards or off shelves, on their own. They must enlist the help of another staff member at all times. Large and heavy items should not be stored at height.
- Heavy deliveries of materials should be unpacked in the hallway and carried in small quantities to the relevant office or classroom.

- Staff should not ideally attempt to lift any heavy objects and should always be mindful of the correct procedure and lifting technique to be used at all times.
- Staff are provided with information on safe moving and handling techniques as part of their induction
- Ladders and steps owned by the School are checked and maintained regularly. Contractors are to provide their own ladders.

Contractors

- Except in an emergency, all contractors are employed out of school hours. When contractors are on site they are expected to follow school procedures.
- The School ensures that all contractors engaged to work on school premises are suitably competent to carry out the works and also possess and provide evidence of the correct levels of insurance.
- All contractors are required to sign the visitor's book and are briefed on the school's procedures with regard any health & safety arrangements relating to their work on the premises including fire procedures and vehicular access.
- Contractors will be asked to provide risk assessments and method statements for the work to be undertaken. This must be agreed with the school before any works commences.
- The School will ensure that all necessary approvals have been received before major building works commence e.g. planning permission.
- Work areas are monitored while work is in progress and checked thoroughly on completion
- Contractors are usually employed on recommendation only from other schools or personal contacts

Electrical Safety

- Portable electrical equipment is regularly PAT tested by a qualified electrician. Records are kept in the H&S certificate file.
- All electrical equipment must be certified or approved prior to use.
- Electrical equipment is sited carefully to avoid trailing leads and cable tidies used where appropriate.
- Pupils are only allowed to use computer equipment under adult supervision. No other electrical equipment is to be used by pupils.
- Electric socket safety covers are fitted in all classrooms where necessary. Staff must replace these covers when they have finished using the socket.
- All staff shall visually check electrical equipment, including plugs and cables, before use to ensure that it is in safe working order. Any equipment deemed faulty is to be removed to the staff room, labelled as faulty and details entered into the maintenance book or brought to Deanna Hinton's attention.
- Regular recorded checks are visually made of all electrical appliances

Lone Working:

- All staff should avoid lone working wherever possible by arranging for a colleague to also be on site.
- Where lone working is unavoidable staff should ensure that all outside doors are locked whilst they are on the premises and inform the Head/another staff member that they are working alone.
- Work involving potentially significant risks (e.g. working at height) should not be undertaken whilst working alone
- Staff should ensure they have means to summon help in an emergency, e.g. access to a telephone or mobile telephone.
- .Ensure they do not put themselves or others at risk.
- Automatic security lighting is sited at the front and the rear of the premises

Personal Hygiene

- Staff and pupils are encouraged to observe good practice in matters of personal hygiene at all times.
- Pupils are encouraged to wash their hands regularly, especially before and after handling food, after using the toilet, after handling plants and animals, and after messy or dirty activities, particularly out of doors.
- Pupils are encouraged to place their hands over their mouths when they cough or sneeze.
- Pupils are encouraged to use the toilets correctly.
- Staff are encouraged to set a good example to pupils in matters of personal hygiene.

Security

Security arrangements currently in place include:

- Keeping all external doors locked to prevent unwanted visitors and to ensure pupils cannot leave the premises unaccompanied or with an unknown adult.
- Keeping the front door locked with a high fitted yale lock as an extra security
- Keeping internal and external areas secure by closing all gates and front door on arrival and departure from the premises. The school is locked secure at 9.15 with access only via the front door.
- Ensuring all visitors and staff sign-in in the visitors book upon arrival, and sign-out when they depart with the time recorded.
- Visitors to wear identity badges when on the premises.
- Ensuring all visitors show identification upon arrival if unknown to the school
- Ensuring pupils never open the front door and staff only admit known/expected persons to the school.

- Fitting security locks to all windows identified as requiring them by the insurance company.
- Keeping all gates and boundaries in good repair and checked regularly.
- Keeping all gates bolted for safe access control.
- Keeping the car park gates padlocked during school hours.
- Ensuring that all parents/carers are made aware of the arrival and collection arrangements, including early collection and the procedures that will be followed should they be delayed and their child not collected.
- Requiring parents/carers to inform staff in advance, either by telephone, email or in writing via the home message book, if another adult will be collecting their child.
- Ensuring that pupils are handed over personally to the collecting adult.
- Providing lockable metal filing cabinets for personnel files etc... to satisfy data protection, confidentiality and fire risk requirements
- Vetting all staff

Slips, Trips and Falls

Roxeth Mead School recognises that slips, trips and falls are the most common cause of workplace accidents. The following arrangements are in place to reduce their occurrence:

- Non-slip flooring has been installed in the toilets and kitchen
- Carpeted areas are well maintained with all edges and thresholds securely fastened.
- Floors are thoroughly dried following spillages and cleaning.
- Playground and external areas are regularly checked for state of repair.
- Electrical equipment is sited carefully to avoid trailing leads; cable tidies are used where appropriate.
- Corridors and stairways are kept clear of obstructions.
- Leaves, snow and ice are removed from pathways.
- Children are instructed to use the handrail at all times when using the staircase. A no talking rule applies to encourage concentration when on the stairs.

Staff Health

- As a small school we are supportive of both staff, and their families.
- Staff health issues are taken seriously and any member of staff can raise and discuss such issues in complete confidentiality with either the Head Alison Isaacs and/or H&S Officer Deanna Hinton.
- Time off is readily given for dealing with bereavements, family matters and medical illnesses including stress related illnesses. The Directors if faced with staff stress would ensure appropriate help and support was always given and steps taken to alleviate any workplace causes.
- Staff are encouraged to discuss and suggest ideas for improvements, changes and are consulted on proposed implementations with an aim to maintaining a happy work ethos.

Sun

Roxeth Mead recognises the risk to pupils of over-exposure to the sun and encourages everyone to take precautions in hot and sunny weather.

- All pupils have legionnaire style sun hats as part of the uniform requirement and these are used for outdoor activities on sunny days.
- Parents are encouraged to apply sun cream to their child at the beginning of the day during periods of hot weather. Extra sun screen can be sent into school labelled with the child's name for the child to apply.
- Natural and erected shading are available for play areas.
- Children are encouraged to drink plenty of fluids. A water fountain is available in the playground.
- Pupils are to be taught about being "Sun SMART"
 - **Stay** in the shade 11am to 3pm.
 - **Make** sure you never burn.
 - **Aim** to cover up with a t-shirt, hat and sunglasses.
 - **Remember** to take extra care with children.
 - **Then** use factor 15+ sunscreen.

Smoking

- Roxeth Mead operates a no-smoking policy both in the buildings and within the school grounds.
- No-smoking notices are prominently displayed, and anyone found smoking on the premises will be asked to leave.

Staff Training

- Staff H&S related training is organised on a regular ongoing basis covering personal health as well as safety issues relating to the workplace.
- Staff are encouraged to request specific training and guidance issues they feel would be beneficial to the smooth and safe running of the school
- Staff may request time to attend externally run courses which will be funded by the school

Vehicles and Road Safety

- The car park is for the use of staff only during term time. Contractors may bring vehicles on site in the holidays only. Permission for exceptions in term time may be sought from the Head Teacher.
- Parents and visitors to the school are expected to park with consideration for our neighbours and to ensure that driveways and the school entrance are kept free of vehicles at all times.
- Parents must take responsibility and ensure their children's safety when in the school vicinity.
- Parents must bring their children into the school building at the beginning of the day and collect them from within the building at the end of the day. No child is allowed to leave unless accompanied by an adult.
- Children are not allowed to play on the car park area

Water

In order to minimise the risks from legionella, and similar waterborne bacteria and to avoid scalding:

- Stagnant water to be removed immediately it is noted
- All water systems are professionally monitored and tested, with annual certification
- All safe drinking water areas are marked, as are non-drinking water taps.
- Water fountains are regularly cleaned with anti-bacterial solution and a weekly record kept.
- Water filters are changed in accordance with the manufacturers instructions.
- Thermal regulating valves are fitted to all hot water taps.
- Rarely used water outlets are flushed on a weekly basis during term time, flushed regularly during the school holidays and before the start of each term.
- Drains to be kept clear of leaves and debris
- Sinks are flushed with boiling water on a regular basis

VDU usage

Roxeth Mead School is mindful of the Health & Safety (Display Screen Equipment) Regulations (1992), as amended 2002.

- Staff using computers on a regular basis should vary their working arrangements and ensure regular eye checks in line with recognised guidelines.

It is the duty of all staff to ensure safe practice for themselves and others when executing their duties and bring to the attention of the Head or H&S Officer any problems or requests for further training.

This document is supplemented by risk assessments and further documentation covering:

Accident reporting and recording
RIDDOR
Anti-bullying policy
Asbestos
Building at work and Contractors
Communicable diseases
Control of access, security
Control of Substances Harmful to Health (COSHH)
Display Screen Equipment
E. safety management
Education and Healthcare Plan
Educational visits
Electrical safety
Emergency services
Evacuation procedure
First Aid
Fire safety procedures and risk assessments
Fire system maintenance
Garden and playground safety
Gas maintenance
Induction of new staff
Legionella
Lifting and carrying
Lone working

Medical questionnaires/forms
Off site visits
Portable Appliance Testing (PAT)
Pupil supervision
Risk assessments
Security and safety
Slips and Trips
SEN and Learning difficulties
Staff health
Sun protection
Temporary staff and contractors
Violence
Working at Heights

and a list of useful H&S contact details