



## HEALTH AND SAFETY POLICY FOR SCHOOLS

### THE LAW

Health and safety in schools is governed by legislation and associated regulations, which are enforced by the Health and Safety Executive (HSE).

In **community schools, community special schools and voluntary controlled schools** statutory health and safety responsibilities fall on the Local Authority (LA) (as the employer) and on the Headteacher and other school staff (as employees).

As the management body, **the governing body** must ensure that school staff and premises comply with the LA's health and safety policy and practices (e.g., reporting accidents, first aid provision), and:

- Implement a health and safety policy and advise employees of it;
- Have a Critical Incident/Business Continuity plan that considers emergency scenarios;
- Ensure, **so far as is reasonably practicable**, the health, safety and welfare of teachers and other education staff; the health and safety of pupils in school and on off-site visits; and the health and safety of visitors to schools, and volunteers involved in any school activity;
- Assess the risk of all activities, both in school and off-site; introduce measures to manage those risks, and tell employees about those measures;
- Ensure that staff are competent and trained in their health and safety responsibilities; and are actively involved in health and safety;
- Take reasonable steps to make sure that the buildings, equipment and materials are safe and do not put the health of users and visitors at risk.

In practice, the governing body may delegate specific health and safety tasks to others at the school.

The governing body, and Headteacher, must comply with any direction given to them by the LA concerning the health and safety of persons on the school's premises or taking part in any school activities elsewhere.

In **Academy schools, free schools, foundation schools and voluntary aided schools** statutory health and safety responsibilities fall on the governing body (as the employer) and on the Headteacher and staff (as employees). Governing bodies may be constituted in one of the following formats:

- An Academy Trust
- The Governing body of a voluntary aided or a foundation school
- The owners or trustees of an Academy, foundation, VA or Free school

The governing body, as employer, has a duty (as required by The Management of Health and Safety at Work Regulations, 1999):

- Implement a health and safety policy and advise employees of it;
- Have a Critical Incident/Business Continuity plan;
- Ensure, **so far as is reasonably practicable**, the health, safety and welfare of teachers and other education staff; the health and safety of pupils in school and on off-site visits; and the health and safety of visitors to schools, and volunteers involved in any school activity;
- Assess the risk of all activities, both in school and off-site; introduce measures to manage those risks, and tell employees about the measures;
- Ensure that staff are trained in their health and safety responsibilities; and,
- Take reasonable steps to make sure that the buildings, equipment and materials are safe and do not put the health of users and visitors at risk.

In practice, the governing body may delegate specific health and safety tasks to others at the school. **However, the governing body retains the ultimate responsibility no matter who carries out the tasks.**

## THE ROLE OF EMPLOYEES IN ANY SCHOOL

Employees must take reasonable care of their own health and safety, and that of anyone else who may be affected by what they do at work. They must also cooperate with others who have duties for health and safety by carrying out instructions and reporting unsafe practices. The Headteacher, who has delegated responsibility for the day-to-day management of the school, has a particular role in seeing that the governing body's health and safety policies and procedures are carried out.

## COVERAGE

A list of all the issues to be covered by a school's health and safety policy is given on pages 6 - 8 of this document with electronic links to the relevant County Council or other appropriate guidance.

## MODEL HEALTH AND SAFETY POLICY

### 1. THE GOVERNORS OF ST NICHOLAS C OF E PRIMARY SCHOOL will

- 1.1 Provide as far as reasonably practicable a safe and healthy environment for all persons who work at, attend or visit the school.
- 1.2 Ensure, as far as reasonably practicable, the health and safety of pupils, staff and volunteers on off-site visits and activities.
- 1.3 Endorse and support the safety policy of Somerset County Council, and to assist the Council to discharge those responsibilities, which it holds as employer.
- 1.4 Seek improvement to working conditions according to priorities within existing resources.
- 1.5 Recognise their responsibilities when they make available premises or equipment for hire, and will ensure that risks to the safety or health of hirers and other persons are adequately controlled as far as possible.
- 1.6 Ensure that Risk Assessments are carried out within the school using an identified method for recording (e.g., EEC Safety Suite) and to review as appropriate.
- 1.7 Encourage informal meetings and ensure time is made available in staff meetings where health and safety issues can be raised.
- 1.8 Ensure that staff can access training to ensure their competence for their tasks.
- 1.9 Accept the duties that they may hold as a client where they arrange for work through contractors or volunteers. Follow the Council's guidance for the selection of competent contractors and **will** seek assistance from the Council's Property Services when necessary. Ensure that volunteers receive adequate instruction and supervision to work safely.
- 1.10 Report all incidents/accidents, using the Accident Reporting Module in EEC Safety Suite and ensure appropriate follow up action has been carried out.
- 1.11 Review on an annual basis, all accidents and incidents reported to identify trends.
- 1.12 Consult with the school council and inform pupils of their responsibilities for Health and Safety.
- 1.13 Recognise the role of safety representatives appointed by recognised trade unions and co-operate with them so that they may undertake their health and safety related functions, including reasonable paid time off for consultation inspection and investigations.

The following individuals are recognised as safety representatives at the school.

Name (1) Alison Shearer (2) Jane Billington

The Governors and Headteacher will draw this policy to the attention of all staff, and review annually.

Signed: Norman Symcox - Chair of Governors: Dated June 2018

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Signed: Alison Shearer - Headteacher: Dated June 2018

## 2. ORGANISATION IN SUPPORT OF HEALTH AND SAFETY

- 2.1 Schools can be organised in a variety of ways, i.e., on a Headteacher/ Governing Body/Senior Management Team/Departmental basis. The key members are responsible for seeing that their Area of responsibility/Department staff follow the school's policy, and in particular in respect of:
  - 2.1.1 Identification and control of risks associated with any hazardous or dangerous substances.
  - 2.1.2 Selection of equipment suitable for its purpose, and ensuring that it is properly used.
  - 2.1.3 Identifying and securing the training needs of members of their Area/Department
  - 2.1.4 Provision of suitable personal protective equipment when required and ensuring that it is properly used.
- 2.2 The Headteacher and Governors recognise the importance of all staff being competent and possessing the necessary current skills, knowledge and qualifications for the use of specialist equipment or facilities.
- 2.3 The Governors will monitor safety performance within the school against the standards of Somerset County Council and provide an annual summary of their findings.
- 2.4 With regard to premises issues this will include a check of the school buildings, in conjunction with their property surveyor and prioritisation of needs on the school's Asset Management Plan (AMP). Also ensuring that appropriate training needs of person responsible for premises is delivered.
- 2.5 Governors to agree delegation for approval of off-site visits and activities and review on an annual basis. [Model policy](#) included in Burgundy Pack.
- 2.6 The Governors have appointed the following Governor to have a watching brief for health and safety issues, and bring to their notice such issues that require their attention - Norman Symcox.

Assistance on health and safety issues is provided by  
The Corporate Health and Safety Unit, Somerset County Council

### 3. Appointment of Appropriate Persons

Schools should appoint appropriate persons for their delegated areas of responsibility within the school (see Table A for areas which need including in your policy). They should ensure that new staff have the necessary skills and qualifications on appointment, or are able to receive the necessary training and certification, after appointment or on change of responsibilities or work methods.

### 4. Guidance for Schools

The following guidance, produced by the Local Authority, is available for schools to use for their own standards:

- [Guidance for Schools Volume 4](#)
- [Outdoor Education and External Visits Website](#)

#### 4.1 The Governors adopt the standards of the following publications, which are endorsed by Somerset County Councils Learning and Achievement service as standards for its schools:

- Association for Physical Education - afPE, published 2012 (reprinted 2014)
  - Health and Safety: advice on legal duties and powers - February 2014:  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/335111/DfE\\_Health\\_and\\_Safety\\_Advice\\_06\\_02\\_14.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/335111/DfE_Health_and_Safety_Advice_06_02_14.pdf)
  - Building Bulletin 100: Design for Fire Safety in Schools (March 2014) - Gov.UK link:  
<https://www.gov.uk/government/publications/building-bulletin-100-design-for-fire-safety-in-schools>
  - Learning Outside of the Classroom: <http://www.lotc.org.uk/>
  - Guidance on First Aid for Schools: first published August 2000, latest update - 12 February 2014, link: <https://www.gov.uk/government/publications/first-aid-in-schools>
  - Supporting Pupils at School with Medical Conditions: published by Department for Education, December 2015; link:  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/484418/supporting-pupils-at-school-with-medical-conditions.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/484418/supporting-pupils-at-school-with-medical-conditions.pdf)
- The School has established its own policies on *[complete as relevant]*

## DELEGATED AREAS OF RESPONSIBILITY WITHIN THE SCHOOL

Headteacher - Alison Shearer

Delegated Senior Manager - Jane Billington

Premises Manager - Alison Shearer

Area	Location of Policy/Guidance	Name of person responsible
<b>ACCIDENTS/INCIDENTS (NEAR MISSES):</b>		
Incidents/Injuries	<a href="#">Accident Reporting</a> (EEC Safety Suite)	Alison Shearer
<b>EMERGENCY PROCEDURES:</b>		
Emergency Procedures	<a href="#">School Closures</a>	Alison Shearer
Critical/Major Incidents and updating your Contingency Plan	<a href="#">Updating your Contingency Plan</a>	Alison Shearer
	<a href="#">Critical Incidents in Schools</a>	Alison Shearer
<b>EXTERNAL VISITS:</b>		
External Visit Co-ordinator	<a href="#">Outdoor Education and External Visits Website</a>	Jane Billington
	<a href="#">EEC Safety Suite&gt;External Visits Management</a>	Alison Shearer
	<a href="#">Policy for Offsite Visits and Activities - in school</a>	Alison Shearer
<b>MEDICAL:</b>		
Hygiene Control	<a href="#">Guidance for Schools: Volume 4</a>	Alison Shearer
Infection Control	<a href="#">Public Health England Guidance</a>	Alison Shearer
Medicines in school	<a href="#">Guidance for Schools: Volume 4</a>	Alison Shearer
Needlestick Injuries	<a href="#">H &amp; S Policy Manual</a> - HS007	Alison Shearer
New and Expectant Mothers	<a href="#">H &amp; S Policy Manual</a> - HS017	Alison Shearer
Pupils with medical needs, useful links	<a href="https://www.gov.uk/government/publications/supporting-pupils-at-school-with-medical-conditions--3/supporting-pupils-with-medical-conditions-links-to-other-useful-resources--2">https://www.gov.uk/government/publications/supporting-pupils-at-school-with-medical-conditions--3/supporting-pupils-with-medical-conditions-links-to-other-useful-resources--2</a>	Alison Shearer

Area	Location of Policy/Guidance	Name of person responsible
<b>RISK MANAGEMENT:</b>		
Computer Use	<a href="#">DSE Assessment Form - HS030</a> Managers Guide, User Guide and also training course and descriptions	Alison Shearer
COSHH	<a href="#">H &amp; S Policy Manual - HS008</a> Hazardous substances COSHH Assessment Form (F08)	Tracy Crosby
Employee or Volunteer Driver	<a href="#">Driver Risk Assessment HS014</a>	Alison Shearer
First Aid	<a href="#">H &amp; S Policy Manual HS012</a>	Alison Shearer
<b>SITES AND BUILDINGS:</b>		
SCC Overarching Guidance document	<a href="#">Corporate Property Standards and Guidance</a> including construction work/contractors on school site	Alison Shearer/Shawn Atkins
Asbestos	Asbestos Register - in School	Jane Billington
Electrical Safety <ul style="list-style-type: none"> <li>Portable Appliance Testing</li> </ul>	<a href="#">Guidance for Schools: Volume 4</a>	Jane Billington
Equipment Maintenance <ul style="list-style-type: none"> <li>Lifting Equipment</li> <li>PE Equipment</li> <li>CDT Equipment</li> <li>LEV</li> </ul>	Contact Property Services  - Contracts available for purchase by schools.	Alison Shearer
Fire Safety <ul style="list-style-type: none"> <li>Arson Prevention</li> </ul>	<a href="#">Fire H&amp;S010</a>  Contact insurance for more advice <a href="https://slp.somerset.org.uk/sites/insurance/">https://slp.somerset.org.uk/sites/insurance/</a>	Jane Billington
Gas Appliances <ul style="list-style-type: none"> <li>Boilers</li> <li>Kitchen</li> </ul>	Contact Property Services: Contracts available for purchase. School responsibility unless Special.	Jane Billington
Minibus Safety	<a href="#">Outdoor Education Advisors Panel - National Guidance</a>	Alison Shearer
Pressure systems - e.g., steam	School responsibility - contact Insurance <a href="https://slp.somerset.org.uk/sites/insurance/">https://slp.somerset.org.uk/sites/insurance/</a>	Alison Shearer
Safety Glazing	Please refer to SCC Corporate Property Standard – BDN_27_L40_Safety Glazing	Jane Billington

## ESTABLISHMENT St Nicholas C of E Primary School

Documents relating to this Policy are listed below along with the locations in which they can be found:

Document	Location (E.g., office, web)
HEALTH AND SAFETY POLICY	P Drive in staff/policy folder
RISK ASSESSEMENTS	Online eeclive.co.uk Some paper copies in the office
EVC DOCUMENTS	Eeclive.co.uk
CRITICAL INCIDENT PROCEDURES	P Drive
SCHOOL CLOSURE	Tracy Crosby has the procedures in the school office
MEDICAL HYGIENE	Medicines Policy in P drive/Policy Folder
COSSH	Main office folder held by Tracy Crosby and also in the cleaning cupboard for cleaning products
ASBESTOS REGISTER	In main school office.

Document Prepared by Jane Billington - SBM

The monitoring/review arrangements in place are summarised below:

**External Monitoring**

Safety Audit  
Inspection Report (CHSU)  
Accident/Incident Report  
Property Services Report - Capital Support  
Fire Risk Assessment  
Legionella Risk Assessment

**Internal Monitoring**

Governors Annual Report  
H & S Committee Inspection  
Annual Safety Self review  
Self-Audits