



# HEALTH AND SAFETY POLICY STATEMENT

It is the policy of Wellsway Multi Academy Trust (WMAT) to conduct its operations in such a manner as to ensure the health, safety and welfare of all its employees, students, contractors, clients, general public and others while working and studying on any of its premises and outside of its premises whilst engaged in associated activities.

Wellsway Multi Academy Trust will ensure, so far as is reasonably practicable, that

- its premises provide a healthy and safe working environment for all students, staff, clients, temporary contractors and the general public
- there are safe systems of work for all employees and students
- suitable and sufficient work equipment is provided
- there are adequate welfare arrangements
- information, instruction, training and supervision is provided to employees to ensure their competency to perform their tasks.

Wellsway Multi Academy Trust recognises its responsibility to provide adequate control of the health and safety risks arising from school and client's activities. An assessment of risks will be made where a significant risk has been identified. All reasonably practicable measures will be put in place to manage risks and ensure activities or tasks can be conducted in a safe manner.

Whilst day to day management of Health and Safety can be delegated to the individual schools, the ultimate and overall responsibility for ensuring a safe and healthy environment lies with the WMAT Board of Trustees

Employees have a legal duty to act in a safe manner and not to endanger themselves or others by their actions. Employees are encouraged to play a positive role in developing and maintaining a healthy and safe working environment and to report health and safety concerns as appropriate. WMAT commits to implementing the Health & Safety at Work etc Act 1974 and UK Statutory Instruments, as well as any future health and safety legislation. WMAT's competent health and safety representative will provide to the schools' leadership regular information on updates, changes and arrangements, about any revisions to safety legislation.

WMAT supports the view that a positive health and safety culture is of significant benefit to the good performance and safety of all schools. A positive and proactive approach for students will be encouraged, supported and developed through risk education and awareness. Furthermore, it is recognised that Health & Safety is an important element of Safeguarding within the OFSTED inspection framework. The organisational structure will ensure that sufficient resources are available so that the policy and its arrangements can be implemented effectively.

Formal amendment to this policy will be conducted annually or as necessary to reflect changes in the Trust's strategy, UK or EU law and any changes will be brought to the attention of all staff.

<sup>1</sup> - the term Headteacher will be used to mean Headteacher and/or Principal throughout this document

## **WELLSWAY MULTI ACADEMY TRUST**

### **HEALTH AND SAFETY POLICY**

#### **ORGANISATION AND RESPONSIBILITIES**



#### **Introduction**

The Health and Safety at Work etc. Act 1974 places ultimate and overall responsibility for health and safety with the WMAT Board of Trustees. However, each school, supported by the WMAT central team, will manage its own Health and Safety procedures which fully integrate with this Policy, as described in the arrangements section. Headteachers are responsible and accountable for the implementation of and compliance with this policy within their school although health and safety roles and responsibilities can be delegated to other school staff. Management and monitoring mechanisms are in place to provide an overview of statutory compliance.

## Board of Trustees

**The Board of Trustees, as a corporate body, has the responsibility to set the strategic direction and objectives of all health and safety matters across the Trust.**

The Board of Trustees is responsible for ensuring that high standards of corporate governance are maintained. In the context of health and safety, it discharges these responsibilities by adopting an annual plan, monitoring WMAT safety management systems and managing the Trust risk register. The overall aim is to ensure a positive health and safety culture is established and maintained across the Trust.

The Board of Trustees must ensure that all reasonable steps have been taken to promote good occupational health and reduce the possibility of accident or injury to staff, students and/or visitors.

The WMAT Board of Trustees' responsibilities are to:

- Ensure that each Member of the Board of Trustees accepts their individual role in providing health and safety leadership for the WMAT.
- Ensure that it formally and publicly accepts its collective role and responsibility in providing health and safety leadership for the WMAT.
- Ensure that its decisions reflect its health and safety intentions, as articulated in the Health and Safety Policy statement.
- Provide strategic direction in health and safety matters.
- Ensure that WMAT suppliers and contractors have been appropriately vetted for health and safety standards
- Ensure that the Audit and Risk Committee is effectively discharging its delegated responsibilities in terms of health and safety.
- Ensure that a proportionate and prioritised risk management system for the Trust is implemented and monitored.
- Ensure systems and processes are in place to ensure the Trust is compliant with its obligations in the management of fire risk, asbestos, legionella, electrical safety and other areas of health and safety.
- Ensure there each school has an effective business continuity and emergency plan in place.
- Confirm that there have been no instances of material irregularity, impropriety, lack of integrity or negligence of health and safety statutory instruments.
- Ensure effective safeguarding of children is in place across the Trust.
- Ensure that adequate resources are committed to the management of health and safety.

## Audit and Risk Committee

**The Audit and Risk Committee's responsibilities are to review, recommend to the Board and implement the Trust health and safety strategic plan; identify and manage risk at all levels of the Trust and keep the Board of Trustees informed on all Health and safety matters.**

The Committee's responsibilities are to:

- Inform and advise the Board of Trustees on:
  - review of the health and safety policy
  - risk mitigation
  - recommendations from health and safety audits and compliance audits
  - incidents reportable to the Health & Safety Executive under the 'Reporting of Injuries Diseases

and Dangerous Occurrences (RIDDOR)' guidelines.

- Monitor and report to the Board of Trustees on the effectiveness of the Trust's health and safety systems.
- Ensure that there are adequate communication and co-operation channels between all levels of the Trust and relevant third parties, in the context of this policy.
- Ensure that the health and safety policy and adequate health and safety management systems are in place within every school.

### **Chief Executive Officer (delegated to the Business Director)**

**The WMAT Business Director is the conduit between the Audit and Risk Committee and the senior WMAT employees with responsibility for health and safety within schools across the Trust and as such is responsible for ensuring that systems are in place and adhered to in order to minimise the likelihood of enforcement action, penalties and prosecutions**

The Business Director must:

- Ensure that sufficient resources are allocated and authorised within the organisation's budget to meet statutory procedures and standards for health and safety in the school
- Consider the impact of health and safety in all strategic and operational decision making.
- Monitor findings from Health and Safety audits, compliance audits, inspection audits, Reporting of Injuries Diseases and Dangerous Occurrences (RIDDOR) reports, and to implement changes to policy and procedures where required.
- Implement and monitor an informed, proportionate and prioritised risk management system for the Trust.
- Ensure there is an effective accident reporting and investigation procedure across the Trust.
- Ensure that the Trust and its constituent schools have adequate business continuity plans in place, including emergency plans and procedures for the safe evacuation and lock down of the Trust's premises.
- Agree with the Audit & Risk committee a programme of health and safety inspections
- Ensuring all staff receive adequate health & safety training
- Be the point of contact with the Trust's appointed Health & Safety external competent person and ensure that the arrangement is fit for purpose and represents good value for money

### **WMAT Estates and Facilities Director**

**The Estates and Facilities Director is responsible for managing health and safety arrangements pertaining to buildings and grounds - including building works, contract management, maintenance, and compliance in such areas as fire protection, asbestos management, electrical installations and control of legionella.**

The Estates and Facilities Director must ensure that:

- Effective arrangements are in place for carrying out and recording compliance inspections, surveys and risk assessments, and recommending remedial action to the Business Director.
- When awarding contracts, health and safety is included in specifications & contract detail and contractors are provided with a copy of the Trust Health & Safety Policy
- The correct procedures for awarding, checking competency, managing, monitoring and auditing all compliance contracts and maintenance service agreements on school premises are accurately carried out.
- School asbestos registers and asbestos management plans are maintained and readily available.
- Building projects comply with the Construction (Design and Management) Regulations 2015 (CDM 2015)  Health and safety information is provided to contractors e.g. asbestos register, underground services, floor loading, safe working loads, school activities - ensuring safeguarding requirements are met.
- There is a programme of servicing and inspection of workplaces.

## Headteacher

**Each Headteacher is responsible and accountable for the implementation of and compliance with this policy within their school, ensuring that a positive health and safety culture is encouraged and developed within the school, and that all staff and students understand their responsibilities and adhere to the WMAT Health and Safety Policy, subject to the Estates and Facilities Director's responsibilities with whom they must work closely.**

The Headteacher is responsible for:

- Ensuring that Health and Safety arrangements within the school are aligned to the Health and Safety Policy
- Ensuring that there are effective arrangements in place for business continuity along with an emergency plan and/or relevant emergency procedures.
- Communicating the policy and other appropriate health and safety information to all relevant people within the school, including occasional consultants, volunteers, visitors and contractors not appointed by the Estates and Facilities Director.
- Ensuring that an investigation is carried out by a competent person, following an accident or incident, liaising with appropriate authorities and third parties as necessary
- Ensuring that a school Health and Safety Committee is established and that the committee meets a minimum of twice per year.
- Reporting to the Business Director any hazards which cannot be rectified within the establishment's budget.
- Ensure that risk assessments are undertaken for any activity that has significant associated hazards and that a written record of these assessments are kept and reviewed regularly.
- Ensuring that the school appoints a named Educational Visits Co-ordinator, who has received relevant training to carry out the role (where educational visits are carried out by the school) and that each visit has a named leader and deputy leader.
- Ensuring that there are effective health and safety management arrangements for educational visits and authorising all education visits
- Appointing a named first aid co-ordinator and administrator of medication for the school and ensuring that there is an adequate number of appropriately trained first aiders in the school.
- Ensuring that all reasonable steps have been taken to reduce the possibility of accident or injury to staff, students and visitors.
- Informing the Estates & Facilities Director and the Trust's external competent person of all RIDDOR reportable incidents within 24 hours of the incident occurring.

## Line Managers

**Although the Headteacher is responsible overall for health and safety in the school (subject to the specific responsibilities of the Estates and Facilities Director), line managers have some specific responsibilities:**

- Applying the WMAT Health and Safety policy to their own department or area of work. Developing, publishing and sharing with members of the team, specific Health and Safety procedures for high risk activities within their department, such as Science, Design and Technology, PE and Art.
- Maintaining or having access to an up to date library of relevant published health and safety guidance from sources including CLEAPSS<sup>2</sup>, AfPE<sup>3</sup> and ensure that all staff are aware of and make use of such guidance
- Ensuring regular health and safety risk assessments are undertaken for the activities / trips for which they are responsible and that control measures are implemented and shared with all staff
- Ensuring that where necessary, the appropriate personal protective equipment is available, in good condition and used and that any other identified safety measures in the risk assessment are implemented

- Resolving any health and safety or welfare problems members of staff refer to them, informing the Headteacher of any problems to which they cannot achieve a satisfactory solution with the resources available to them
- Carrying out and recording regular inspections of their areas of responsibility to ensure that equipment, furniture and activities are safe. Reporting any defaults in line with school procedure where required.
- Checking the adequacy of fire precautions and procedures in liaison with the Headteacher. Ensuring that a copy of the Fire Action Notices and assembly point(s) are prominently displayed in all rooms and areas for which they are responsible
- Ensuring, so far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and students to avoid hazards and contribute positively to their own health and safety
- Establishing acceptable housekeeping and safe storage standards, in all areas of their responsibility
- Developing a training plan that includes specific job instructions and induction for new or transferred employees. Ensuring that the training needs of their staff are monitored and training opportunities made available
- Ensuring that all accidents (including near misses) occurring within their department are promptly reported and investigated using the appropriate forms etc.

## Other Employee Duties

**Under the Health and Safety at Work Act etc. 1974 all employees have general health and safety responsibilities. Staff must be aware that they are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions.**

All employees have a responsibility to:

- Comply with the Health and Safety Policy
- Report all accidents and near misses
- Report all defects in condition of premises or equipment and any health and safety concerns immediately to their line manager.
- Report immediately to their line manager any shortcomings in the schools' arrangements for health and safety.
- Co-operate with the schools' leadership and management on all matters relating to health and safety.
- Inform the schools management if something happens that might affect their ability to work safely, eg suffering an injury, taking prescribed medication, or becoming pregnant etc.
- Ensure that they only use equipment or machinery that they are competent / have been trained to use.
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons.

## First Aid Co-ordinators

The First Aid Coordinator will be responsible for:

- Maintaining school and student records of first aid support given to staff and students.
- Maintaining first aid kit stocks and records  In conjunction with the school office, collecting data including administration of medication, Personal Health Plans, consent forms and medication retained, and keeping it up to date at all times.
- Checking that all medication held on the school site is stored and labelled appropriately and is within its use by date and informing the school office when any medications need renewing.

### **Administration of Medication**

Each school must have a named person responsible for:

- Administering prescription medicines when parental consent has been obtained to do so.
- In conjunction with the First Aid Coordinator, collecting data including administration of medication, Personal Health Plans, consent forms and medication retained, and keeping it up to date at all times.
- Requesting and collecting new or renewed medication from parents/guardians and passing this to the First Aid Coordinator for appropriate storage.
- Administering medication and liaising with the Health and Safety Team, Health Centre, School Nurses and parents as appropriate.
- Managing the input, maintenance and retrieval of all medical data in respect of pupils and staff at the School, ensuring that confidential information is held securely.

### **Appointed Educational Visits Co-ordinator (EVC) *(where Educational visits are carried out)***

The Educational Visits Coordinator's responsibilities are to:

- Co-ordinate off-site visits and ensure that effective health and safety management arrangements are in place for pupils, staff and volunteers.
- Ensure that suitable risk assessments have been recorded for the activity and suitable and sufficient actions and procedures have been implemented.
- Ensure that advice from the inclusion lead is sought if applicable for individual students.
- Communicate all relevant information and arrangements to providers of off-site visits, staff, pupils and parents / carers of pupils to ensure that the key learning objectives of the visit can safely be achieved.
- Recommend each visit to the Headteacher for final authorisation
- Obtain approval from the external competent support for Category C and/or residential visits

### **Competent Health and Safety Advisor**

WMAT will seek competent Health and Safety advice from an external provider to assist in discharging its health and safety responsibilities.

A summary of the Service Level Agreement is as follows:

- Provide timely health and safety advice, support and training to the trust, schools and their staff
- Support the WMAT in ensuring that all Members Trustees, Governors and members of staff are aware of their duties and responsibilities in relation to health and safety, in line with UK legislation and any forthcoming legislation, and how to implement those duties to full effect
- Undertake pro-active monitoring such as workplace inspections / audits and health checks
- Explain and offer constructive feedback of the findings of the audits to senior managers in a style that achieves legal compliance and 'buy in'. The findings of audits and inspections, in part, will feed into the strategic health and safety plan for the Trust.

# **WELLSWAY MULTI ACADEMY TRUST**

## **HEALTH AND SAFETY POLICY**

### **ARRANGEMENTS for St. John's C of E Primary School**

**These arrangements are specific to each school and will help to ensure that the aims and objectives of the Wellsway Multi Academy Trust's Health and Safety Policy are implemented. Schools must add anything that is missing from this schedule and any such additions must be reported to the school's Health & Safety Committee.**

#### **Health and safety poster**

The Health and Safety Information for Employees Regulations requires the school to display an approved. The poster at this school is displayed in the staff room.

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

- All accidents must be reported to the H&S lead (Mr Mark Hilliam) –Deputy Headteacher and in the accident book using the designated form.
- Any accidents which are reportable under the Reporting of Injuries Diseases and Dangerous occurrences Regulations (RIDDOR) must be notified to the Trust's external competent advisor and the Estates and Facilities Director. Fatal or major injuries must be reported immediately to the Headteacher, CEO and the external competent advisor.
- Details of all accidents will be brought to the attention of the schools health and safety committee, where they are discussed and trends can be identified. If required, measures to prevent reoccurrence will be implemented.

#### **2. Asbestos**

Each school where asbestos exists will have an Asbestos Management Plan. A copy of this must be held by the school's reception / office and be available for all staff to view. All contractors must read and sign the asbestos register before commencing any work. An annual re-inspection of areas containing asbestos will be arranged by the Estates and Facilities Director.

#### **3. Bodily Fluids & Clinical Waste**

All staff notify the site team of any spillages or accidents. The site team will use spill kits to clean these up and disposes of the waste in conjunction with the proper procedures.

#### **4. Compliance - premises compliance**

Most of the Trust's premises compliance arrangements are the responsibility of the Estates and Facilities Director. These are recorded in the Every Business Management system, which Headteachers can access to view their school's compliance status at any time.

A summary of the compliance arrangements under the responsibility of the Estates and Facilities Director is as follows:



<b>Area of compliance</b>	<b>Inspection regime under control of Estates and Facilities Director</b>	<b>School site staff to carry out</b>
Electrical periodic fixed installation inspection	To be completed every 5 years, 20% carried out each year	
Portable appliance testing (PAT)	Annually	
Emergency lighting	3 hour tests every 6 months	Monthly 'flick' test
Legionella control – water and water system testing	monthly	Weekly water temperature checks
Asbestos monitoring	Initial management survey and annual re-inspection	
Fire risk assessments	Initial risk assessment and annual review	
Kitchen equipment and Gas Safe	Annual inspection and certification	
Mechanical and electrical (M&E) inspections including boilers Gas Safe	Inspection every 6 months and annual certification	
Dust and fume extraction (DT departments)	Annual inspection	
Fire detection and prevention	Annual inspection	Weekly alarm test using different call points

## **5. Contractors and Visitors**

All visitors and contractors must report to the school reception. They will be signed in and be given an identity / visitors badge. On leaving the site they will be required to sign out at reception. Trust contractors appointed through the Estates and Facilities Director will have been made aware of the Trust's health and safety policy. Occasional / ad hoc contractors must be made aware of key health and safety issues on arrival at the site, relevant to the work they are doing.

Before any work commences, the school will ensure that all relevant staff have been informed of the works being carried out and the areas that are likely to be affected, as well as the duration and timing of the works. Contractors will be appropriately supervised by school staff whilst on site. The emphasis must be to stop any unsafe activity until the school are satisfied with the health and safety practices or procedures.

## **6. COSHH (Control of Substances Hazardous to Health)**

- An inventory of all hazardous substances used on site must be held by the Site Manager/ Caretaker and reviewed regularly.
- All regularly used products will have material safety data sheets (MSDS).

- The arrangements for the delivery of hazardous substances to schools will be managed by the estates team / site staff.
- Any new products that are brought into schools that have a hazard warning symbol and there is a 'significant' risk of harm from the product in its use, miss-use, quantities or storage, will require a risk assessment to be undertaken.
- The Estates and Facilities Director will maintain a record of hazardous substances used by the cleaning contractor and other contractors.
- Any decanted substances should clearly display the product name, information, dilution rates and safety information.
- The Science, D & T and Art departments must have their own departmental procedures and arrangements for the storage, use, handling and production of hazardous substances. Reference should be made to particular Science, D&T or Art Health and Safety Policies

#### **7. Defect Reporting Procedures**

- All staff have a responsibility for their own and others health and safety and are therefore responsible for ensuring that any defective, damaged, poorly maintained or untested equipment is reported. In this school, defects should be reported to Mrs Karen Crutchfield or Mr Mark Hilliam.
- Any faulty equipment must be taken out of use and if appropriate labelled 'Do not use'. Information about the faulty equipment should be brought to the attention of the appropriate Line Manager, so it can be logged, actioned and monitored.

#### **8. Display Screen Equipment (DSE)**

WMAT complies with the HSE guidance on 'Working with display screen equipment'. For the purposes of this policy a 'DSE user' is defined as a member of staff who habitually uses display screen equipment daily as a significant part of their normal work, including regular daily spells of an hour at a time using DSE.

- For 'users' a DSE assessment should be carried out by their line manager or as a self-assessment.
- Staff identified as DSE 'users' are entitled to an eyesight test every 2 years by a qualified optician paid for by the school. If the test shows that the user needs glasses specifically for DSE work, the school will also pay for a pair of basic frames and lenses.

#### **9. Educational Visits**

Where a school carries out educational visits, it will have a named Educational Visits Co-ordinator (EVC) who will ensure that:

- Activities will be led by appropriate Group Leaders who will take responsibility for ensuring that where necessary pre-site visits are made and they will complete the necessary Risk Assessments before departing.
- The arrangements for high risk and residential visits are checked by the Trust's external competent advisor
- All visits are approved by the Headteacher

Group Leaders will be responsible for ensuring:

- Staff are fully briefed
- Staff to pupil ratios are assessed and are adequate for the trip.
- Parents and carers receive relevant information about the visit
- Advice from the school's inclusion lead is sought if applicable for individual pupils.
- Volunteers on any off-site visits will be provided with a briefing of their roles, safeguarding issues and be provided with relevant information including risk assessments.
- All volunteers and staff will be DBS checked

Please refer to the Educational Visits Policy for further guidance

#### **10. Electrical Equipment (Fixed and Portable)**

- Any electrical faults should be reported immediately to the site team. Faulty fittings (e.g. cracked sockets etc) should be isolated until repaired.
- Portable appliance testing (PAT) is arranged by the Estates and Facilities Director.
- Staff must not bring electrical items in from home.
- The periodic inspection of fixed electrical installations is arranged by the Estates and Facilities Director
- Electrical extension leads must be only as a temporary measure and must be fully unwound. Multiple socket adaptors must not be used.
- Third parties hiring school facilities must provide evidence that any electrical equipment brought on to school premises has passed a PAT test within the last year.

#### **11. Fire and Emergency Procedures**

- All fire appliances and installed fire safety systems will be checked in line with recognised best practice and British Standards by specialist personnel. Responsibility for arranging such checks and maintenance rests with the Estates and Facilities Director.
- Fire alarms will be tested on a weekly basis using a different call point each time and the results should be recorded. This is the responsibility of the school's site manager or site assistant.
- Portable fire fighting equipment and emergency lighting will be visually checked on a monthly basis and the results should be recorded. This is the responsibility of the school's site manager or site assistant.
- Fire Drills will be held a minimum of three times per year. A record must be kept of each drill to include evacuation time, observations and follow up required, which must be reported to the Health & Safety Committee. This is the responsibility of the school's site manager or site assistant.
- Clear instructions must be issued to staff regarding the nearest fire call point, fire extinguisher, the means of escape and assembly points during fire drills. These instructions must be issued on the first day of employment as part of the induction process.
- Fire risk assessments will be carried out with a combination of competent advice and assistance. A review of the fire risk assessment will be completed at least annually or if/when things change that may affect the original assessment. This is the responsibility of the Estates and facilities Director.

#### **12. First Aid**

This is covered in the Organisation and Responsibilities of this policy.

### **13. Glass and Glazing**

It is the responsibility of the Estates and Facilities Director to arrange or carry out a glazing survey of glass in 'critical locations' around the school.

### **14. Health and Safety Committees**

The Health and Safety Committee is in place to monitor the separate areas and systems of health and safety management and provides the overarching overview to successful application of this policy within the school.

The Health & Safety Committee must include: -

Headteacher or designated senior leader  
Site Manager or most senior site operative  
One teaching and one support staff representative

It may include a member of the school's Academy Governance Committee if there is one with expertise in this area.

The committee can create its own terms of reference but the agenda should include:

1. Accidents of note since the last meeting, how many accidents in total and are there any trends.
2. Building works/modifications planned.
3. Review of action plan following audits / site inspections.
4. Risk assessment progress and review
5. Training needs
6. First Aid provision / qualifications etc.
7. Review of processes for risk assessing and authorising educational visits.
8. Inspection findings and required actions.

### **15. Health and Safety Training**

Health and safety training is managed central through the central Trust team. The Trust recognises that while many people will already be aware of risks around their school, effective training will always help reinforce a positive health and safety culture. All staff new to the Trust are expected to undertake online Health & safety training as part of their induction. Other training will be provided as required for each functional group of staff.

### **16. Infectious Diseases**

The Health Protection Agency poster on guidance on infection control in schools and other childcare issues is located in staff room.

### **17. Inspections - site health and safety inspections**

A programme of site inspections will be agreed each year by the Audit & Risk committee and implemented by the Business Director

## **18. Lettings**

- Conditions for lettings must be set out on the Letting Form which must be completed accordingly.
- Details of the schools emergency contact details are provided to the hirer.
- Emergency procedures and arrangements must in place and both parties must be aware of individual responsibility in the event of an emergency.
- Hirers' risk assessments may be requested along with copies of insurance certificates.
- The hirer must inform the school of any damage, equipment failure or faults with the fabric of the building.

Please refer to the WMAT Trading team for further advice and guidance

## **19. Lone Working**

Lone workers are those who work by themselves without close or direct supervision and are found in a wide range of situations. Staff should avoid lone working wherever possible. If a staff member finds themselves in a lone working situation, they must always carry a mobile phone for emergency use and let others know where they are going and how long they intend to be. Ladders or any other equipment that might result in personal injury must not be used.

Please refer to the Lone Working Risk Assessment for further advice and guidance

## **20. Manual Handling**

Staff must:-

- Avoid hazardous manual handling operations so far as is reasonably practicable.
- Act according to any medical advice
- All staff whose duties could include manual handling / lifting must be provided with suitable information and training.
- Ensure they are physically capable of safely completing a manual handling task.
- Use mechanical aids whenever possible and/or undertake team manual handling.

Manual handling risk assessments should be carried out for tasks that may pose a risk of injury to school staff. This does not include tasks that are of a low risk, are straightforward or will only take a very short time.

Please refer to the Manual Handling Risk Assessment for further advice and guidance

## **21. Online safety**

Please refer to the WMAT Online Safety Policy

## **22. Personal Protective Equipment**

- Personal Protective Equipment (PPE) will be provided free of charge and must be used where it is identified as a control measure.
- The Head of Department is responsible for periodic checking of the equipment and the teachers or responsible adults are responsible for ensuring the equipment is worn by the pupils when required.
- Pupils will be provided with information, instruction and supervision when there is a requirement to wear PPE as a control measure.

### **23. Radioactive Sources**

This section is / is not relevant to this school.

- Radiation Protection Officer – Head of Physics;
- Radiation Protection Advisor – Mrs Sheila Liddle Park Farm Enterprises Ltd, 28 Chapel Hill, Backwell BS48 3PR
- Contact details : sheilaliddle@btinternet.com Tel: 01275 464526
- The member of staff in charge of radioactive sources – Physics Technician
- The Head of Science is responsible for ensuring all records in relation to radioactive sources are maintained;
- The CLEAPSS<sup>2</sup> guidance in managing Ionising Radiations and Radioactive sources must be followed

### **24. Risk Assessments**

- Risk Assessments are completed for all activities where there is a foreseeable risk of injury or harm occurring.
- Risk Assessments are available for staff to view and are stored in school office/electronically on shared drive.
- Blank risk assessment forms can be obtained through the Trust's external competent advisor
- Senior leaders / Heads of Department should have a copy of the risk assessments relevant to them.
- All staff must make themselves aware of the risk assessments applicable to their roles and activities. They must highlight any requirements for a review, amendments or additions to risk assessments.
- Risk assessments will be reviewed regularly. High risk faculties e.g. Science, Art, DT, PE should review their Risk Assessments annually as a minimum;
- A specific Risk Assessment for expectant mothers will be undertaken.
- All educational visits will have recorded risk assessments.

### **25. Safeguarding**

- The Board of Directors fully recognises its responsibility under section 175 of the Education Act 2002 to safeguard and promote the welfare of children and to work together with other agencies to ensure there are adequate arrangements within each school to identify, assess, and support children who are suffering harm.
- WMAT has a Child protection (Safeguarding) Policy which is reviewed annually;
- The Trust has appointed a lead safeguarding officer
- Each school will have at least two identified Safeguarding leads;

- All staff will receive safeguarding training on appointment which will be updated on a regular basis.

Please refer to the Child Protection (Safeguarding Policy) for further advice and guidance

## **26. Snow Removal**

The Headteacher will make the decision whether to open the school in the event of adverse weather. The Site Manager / site assistant is responsible for clearing snow and gritting suitable pathways to allow access to the school site.

Please refer to the Slips, trips & falls Risk Assessment for further guidance

## **27. Smoking**

Smoking is not permitted on any WMAT premises

## **28. Staff Consultation**

The Headteacher, will make arrangements for full and proper consultation with employees on health and safety matters. The central Trust team will co-ordinate consultation that impacts on staff across the Trust.

## **29. Transport**

- Where staff and authorised volunteers are required to drive the minibus, they are required to undertake MiDAS training.
- Checks are carried out on an annual basis that drivers hold a current and valid driver's licence and MiDAS certification.

## **30. Violence to Staff**

- Headteachers are responsible for assessing the risks of violence to staff.
- Staff must report incidents of violence and aggression to the Headteacher.
- Staff are asked to complete an incident report form which will also act as a record of such episodes.
- WMAT may refer any incidents of violence or aggression towards staff to their legal advisor.

## **31. Water Hygiene**

- A copy of the Legionella Risk Assessment is held by the WMAT Estates and Facilities Director
- An external contractor is used to carry out the requirements of water testing under L8 guidance. This is arranged by the Estates and Facilities Director
- The site team carries out regular flushing and temperature recording.

## **32. Well being**

- If employees are experiencing any problems in relation to stress they are encouraged to report this to their line manager or one of the HR team in the first instance.
- An employee assistance programme through Schools Advisory Service is available to all staff.

### **33. Working at Height**

- Activities which require work at height should be identified and eliminated where possible.
- Where it is not possible to eliminate work at height, all reasonable steps should be taken to minimise any risks
- Risk Assessments prior to commencement of any working at height activity will be undertaken. It is the responsibility of the person involved to ensure this takes place.
- Staff should only use the equipment they are trained to use, unless it is low level kick stools or steps and they should wear the appropriate clothing and footwear.
- Pupils are not permitted to use access equipment. Information, instruction and supervision will be provided to specific pupils that may use access equipment for school related activities.
- Contractors are expected to provide their own equipment and will not be permitted to use the schools equipment.

### **34. Work Equipment**

- All work equipment used on the premises should be fully inspected upon installation.
- All work equipment must undergo an annual recorded maintenance and service inspection by a competent person.
- Any defects should be reported to the Site Manager / site assistant
- Employees must not use their own equipment.
- Staff must ensure that they are appropriately trained to use equipment
- Heads of Department are responsible for ensuring a suitable and sufficient Risk Assessment has been carried out prior to the use of such equipment. Examples of work equipment are site staff power tools, D & T machinery and tools, access equipment, lifting equipment, heavy plant equipment, kiln, etc.

### **35. Work Experience/placement students**

- A nominated person will provide guidance on student work experience placement. The nominated person will also carry out the initial placement risk assessment and ensure all suitable and relevant checks are carried out on the work experience provider. Health and safety induction to work experience students and a work placement risk assessment is expected to be undertaken by the placement employer.

**Where appropriate the following arrangements apply: -**

### **36. Kiln – Not applicable**

- Staff operating the kiln must be appropriately trained and a risk assessment for the kiln is displayed in the kiln room along with operating and emergency procedures;
- The kiln is inspected annually by n/a.
- Personal protective equipment in the form of thermal gloves are provided.



## 37. Play Equipment

### Gym Equipment

- All staff should check PE apparatus before use and report any defects to the Site Manager / Caretaker
- Any faulty equipment must be taken out of use and if appropriate labelled 'Do not use'.
- The PE equipment is inspected annually by playforce.

### Outdoor play equipment

- External play equipment will only be used when appropriately supervised.
- Such equipment will be checked by the teacher for any apparent defects and particularly for contamination by animals. Any defects should be reported immediately to the Site Manager / Caretaker so that remedial action can be taken.
- Any faulty equipment must be taken out of use and if appropriate labelled 'Do not use'.
- The outdoor play equipment is inspected annually by BANES.
- Risk Assessments must be carried out for play equipment.

<sup>2</sup> CLEAPSS covers:

- health and safety including model risk assessments,
- chemicals, living organisms, equipment,
- sources of resources,
- laboratory design, facilities and fittings,
- technicians and their jobs,
- D&T facilities and fittings

<sup>3</sup> Association for Physical Education