



# HEALTH & SAFETY POLICY

**Ratified by Governors**

January 2025

**Date for review**

January 2026

Carol Kirkland  
**Chair of Governors**

Daniel Kerbel  
**Headteacher**

**This policy must be read in conjunction with all relevant documents which include but is not limited to, Risk Assessments, First Aid Policy, Mental Health & Wellbeing Policy and Staff Handbook.**

## Objectives

To provide an environment that has the health, safety and welfare of staff, pupils and visitors at the forefront of school policy.

To ensure that all staff members, pupils and visitors are aware of the school Health and Safety policy and conduct their daily duties within these parameters.

To promote and nurture a positive culture within the school concerning Health and Safety at work resulting in the reduction or avoidance of risks to staff, pupils and visitors.

## Health and Safety Policy Statement

1. This policy statement complements (and should be read in conjunction with) the Harrow Council, Health and Safety Policy and associated policies.
2. The requirement to provide a safe and healthy working environment for all employees is acknowledged and the Governing Body and those in control of the school recognise and take responsibility for compliance with the statutory duties under the Health and Safety at Work Act 1974.
3. In compliance with the Health and Safety at Work. Act, the Governing Body and those in control will ensure so far as is reasonably practicable that:
  - all places and premises where staff and pupils are required to work and engage in school activities are maintained in a condition which is safe and without risk to health. (This includes the health and safety of persons on school premises or taking part in school activities elsewhere e.g. work experience and off-site visits);
  - all plant and equipment is safe to use and that arrangements exist for the safe use, handling and storage of articles and substances at work;
  - appropriate safe systems of work exist and are maintained;
  - sufficient information, instruction, training and supervision is available and provided to ensure that staff are competent to do their tasks and pupils can avoid hazards and contribute in a positive manner towards their own mental health, wellbeing and health and safety and others;
  - a healthy working environment is maintained including adequate welfare facilities.
  - there are procedures to identify hazards and risks and the means of controlling such risks
  - there are procedures in place in case of fire, accidental injury or other emergencies
  - there is adequate training provided in first aid and other safety procedures

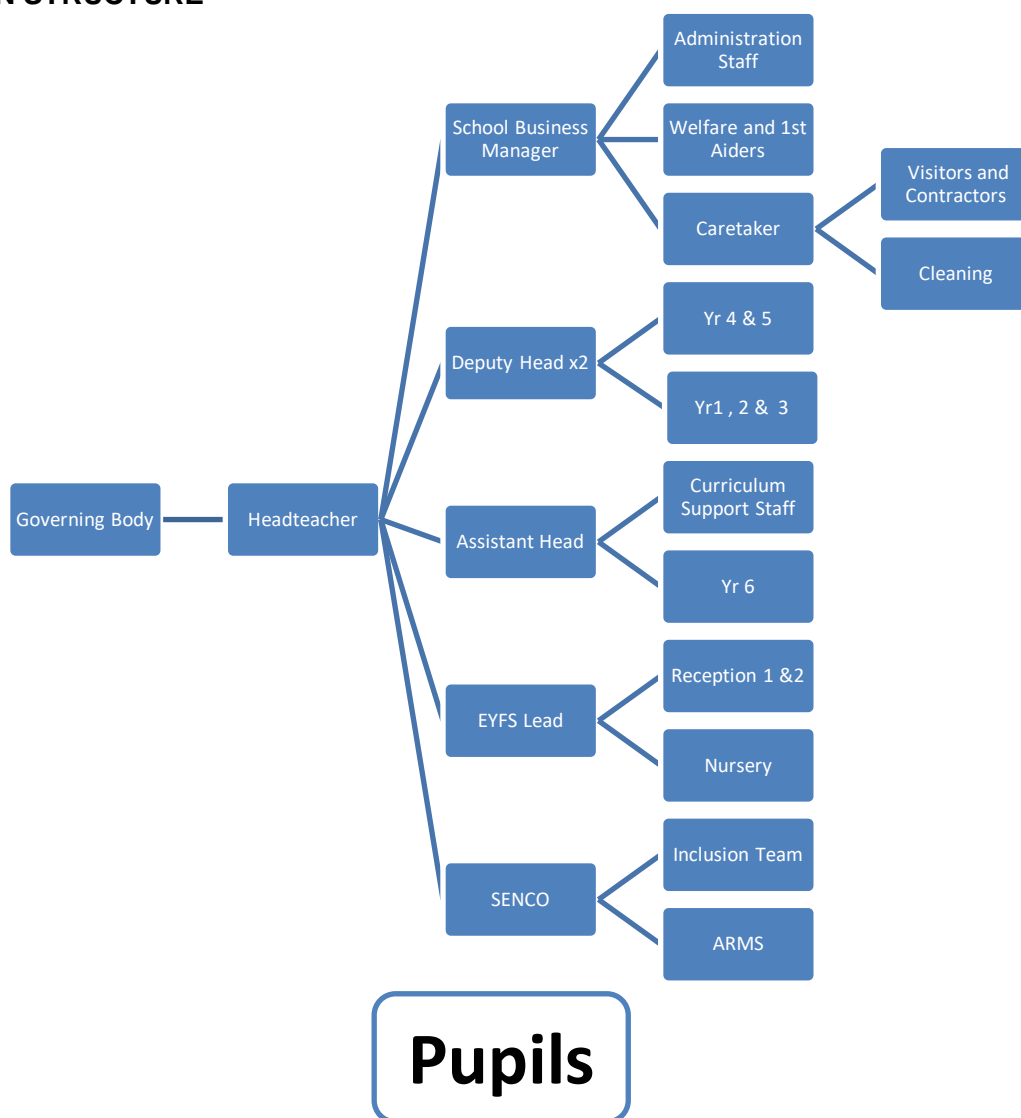
In addition to the above the school will ensure that so far as is reasonably practicable that the mental health, wellbeing and health and safety of non-employees is not adversely affected by its' activities.

Employee involvement is an important part of managing safely, and consultation on health and safety with employees and employee representative's forms part of this policy.

6. All employees have responsibility for their own mental health, wellbeing and health and safety and should co-operate with the school to achieve safe working practices. Failure to comply may be treated as a disciplinary matter
7. To review and revise this policy as necessary at regular intervals. This policy statement and the accompanying organisational arrangements supersede any previously issued.



## ORGANISATION STRUCTURE



**It remains the responsibility of all staff to ensure the health, safety and welfare of pupils at this school**

## **RESPONSIBILITIES**

### **School Governors**

- To monitor the allocation of funds based on suitable and sufficient Risk Assessment.
- To prioritise Health and Safety matters within the Governors' and School Development Plan.
- To purchase and maintain equipment to British and European Standards.
- To have Health and Safety as a 'standing item' on the agenda of all Resources Governors' meetings.
- To appoint a Governor with the responsibility for Health and Safety issues.
- The Health and Safety Governor together with the Business Manager/Site Supervisor, to carry out a termly Risk Assessment of the school site.
- To document and action all Health and Safety concerns.
- To co-operate with Harrow Council on matters of Health and Safety.

### **Headteacher**

To take overall responsibility for the implementation and monitoring of the establishment's Health and Safety Policy by:

- Line managing the Senior Management Team;
- Allocating sufficient resources to meet health and safety priorities;
- Ensuring attendance on appropriate health and safety training courses;
- Liaising with Harrow Council over health and safety issues and the Health and Safety Trade Union Representatives;
- Ensuring good communications by including health and safety issues in business briefings/bulletins and meetings;
- Organising and implementing termly inspections in consultation with Governors;
- Overseeing the completion of the arrangements and Risk Assessment for all on and off site activities;
- Formulate and implement a policy for the management of critical incidents;
- Ensure that the school follows the Council procedures when selecting a Contractor;

### **Headteacher and Senior Leadership Team**

- Include health and safety in the induction of all new staff;
- Monitor documentation, Risk Assessment, practices and procedures;
- Encourage and support staff in completing Risk Assessment for any pupils giving cause for concern;
- Ensure that QCA/HSE health and safety curriculum requirements are being promoted in lessons.
- Support staff with personal safety issues including stress;
- Ensure off-site visits are approved and appropriately staffed.

### **School Business Manager**

- All office Risk Assessment is completed and reviewed;
- Visitors are registered, wear a badge and are briefed on the emergency procedures;
- Hazard reporting and maintenance documentation is actioned;
- Accident and Physical and Verbal Abuse documentation is completed and submitted to the Health and Safety Lead (SBM).
- All appropriate Risk Assessment, guidance and hiring documentation is completed for community use of the school site;
- The health and safety training needs analysis of all staff is undertaken annually;
- All community users are registered and made aware of emergency procedures;
- Adequate trained first aid cover is available for on and off site activities;
- Periodic checks are made of the first aid arrangements, equipment required and first aid boxes;

### **School Business Manager and Site Supervisor**

- Ensure all staff and Contractors are fully briefed on health and safety site issues;
- Complete all relevant Risk Assessment;
- Carry out termly fire drills, weekly fire tests, check fire extinguishers and maintain the Fire Safety Folder;
- Ensure that all staff are aware of the policy on lone-working and that this practice is discouraged for all staff.
- Maintain accurate records of all equipment and resources.
- Regularly checking the Health and Safety website;
- Organise the planned programmed maintenance of plant and equipment;
- Arrange the visual inspection and testing of portable appliances;
- Purchase and maintain all equipment and resources to prescribed standards;
- Liaise with Contractors over health and safety matters, monitor health and safety issues on-site, regarding either Harrow Council or school appointed Contractors;
- Carry out monthly water temperature tests and maintain the Water Hygiene Folder in conjunction with Harrow Council.

### **Headteacher, Senior Leadership Team and Curriculum Leaders**

- To carry out Risk Assessment and keep documentation as appropriate especially in Art, Design & Technology, Computing, Science, PE and off-site activities;
- Ensure all hazardous equipment and materials are appropriately marked, assessed, maintained and used by a competent person;
- Ensure that pupils are aware of health and safety issues and that these are being continually reinforced.

### **All Staff**

- Co-operate with Health and Safety requirements;
- Report all defects to the Site Supervisor or Business Manager;
- Complete and action Risk Assessment for all potentially hazardous on and off site activities;
- Use, but not misuse things provided for health, safety and welfare;
- Do not undertake unsafe acts;

- Inform the Business Manager of any “Near-Misses”;
- Be familiar with the emergency action plan for Fire, First Aid, Bomb, Security and off-site issues;
- Raise health, safety and environmental issues with pupils.
- Take all reasonable care of students in their charge
- It is the responsibility of all staff to be aware of potential hazards and act accordingly

### **Visitors and Contractors**

- Report to the School Office on arrival;
- Sign the ‘Visitors’ Book’;
- Read the information “Health and Safety Procedures for Visitors”;
- Contractors will be informed of hazards peculiar to this site, e.g. asbestos;
- Wear a ‘Visitor’ badge whilst on site at all times;
- Follow evacuation procedure in the event of an emergency.
- Raise health, safety and environmental issues with the school.

### **Pupils**

- Behave in a way that does not put health and safety at risk;
- Observe standards of dress consistent with good health. Safety and hygiene practices;
- Follow all safety rules including the instructions of staff given in an emergency;
- Use, but not misuse, things provided for health, safety and welfare.

### **Arrangements for implementation**

All school policies and procedures in relation to Health & Safety are regarded as supplementary to this policy.

### **Risk Assessment**

In accordance with the Management of Health and Safety at Work Regulations 1999, the school will carry out risk assessments of all activities that present a risk to staff, pupils and others. These risk assessments will be carried out in line with Health and Safety Executive guidance and the procedures for doing so is as follows:

- Identify the significant hazards involved in our activity.
- Decide who might be harmed and how
- Evaluate the level of risk and decide if existing precautions are sufficient or if more needs to be done.
- Record the significant findings of the assessment.
- Review the assessment when things change or there is a reason to believe that it is no longer valid.

General Risk Assessments (premises, equipment etc) will be undertaken by:

### **School Business Manager**

Approval for required action to remove or control risks will be given by:

### **Headteacher and/or School Business Manager**

Off Site Risk Assessments (school trips) will be undertaken by:

**Teaching Staff**

Approval for required action to remove or control risks will be given by:

**School Business Manager**

Curriculum Activity Risk Assessments (sports day and practical subjects) will be undertaken by:

**Teaching Staff**

Approval for required action to remove or control risks will be given by:

**School Business Manager**

**Health & Safety Advice**

The school has access to competent Health and Safety advice:

Health and Safety advice is available from:

**School Business Manager**

Qualifications in Health and Safety:

**National Examination Board of Occupational Safety and Health - National General Certificate**

**Plant, Machinery and Work Equipment**

The school will ensure that all plant and equipment is suitable and without risks to Health and Safety in accordance with legislation such as Electricity at Work Regulations 1999 and Provision and Use of Work Equipment Regulations 1998.

All staff members are required to carry out a visual check of any equipment before it is used. In some cases, this check will need to be documented. The school will advise when this is the case.

Responsibility for identifying equipment needing maintenance or replacement is that of:

**All staff**

Responsibility for ensuring that identified maintenance or replacement is implemented is that of:

**IT Manager (IT Equipment) and School Business Manager (All other equipment)**

Any problems with equipment should be reported to:

**IT Manager (IT Equipment) and School Business Manager (All other equipment)**

Responsibility for checking that new equipment meets Health and Safety standards before it is purchased is that of:

**IT Manager (IT Equipment) and School Business Manager (All other equipment)**

Portable electrical appliances are tested by/when:

**School Business Manager/Site Supervisor or nominated qualified company as legislation requires.**



The fixed electrical installation is tested every 5 years by:

**Qualified contractor appointed by School Business Manager**

### **Hazardous Substances**

The school will assess and control health risks from exposure to hazardous substances in accordance with the Control of Substances Hazardous to Health Regulations (COSHH) 2002.

Manufacturer Safety Data Sheets are obtained by:

**Site Supervisor**

Manufacturer Safety Data Sheets are stored in:

**Site Office, Cleaners Store and Main Office**

COSHH assessments will be carried out by:

**Site Supervisor**

Approval for the required action to remove or control risks will be given by:

**School Business Manager**

### **Manual Handling**

In accordance with the Manual Handling Operations Regulations 1992, the school will eliminate the need for manual handling where possible. Where elimination is not possible, the risks from manual handling will be assessed and reduced, so far as is reasonably practicable.

Manual handling risk assessments will be carried out by:

**School Business Manager**

Approval for the required action to remove or control risks will be given by:

**School Business Manager**

### **Display Screen Equipment**

The school will assess and control health risks from exposure to display screen equipment in accordance with the Health and Safety (Display Screen Equipment) Regulations 1992.

Staff members that are classed as habitual Display Screen Equipment users are entitled to free eye tests and vision correction appliances where these are only needed for work with display screen equipment.

Display Screen Equipment Risk Assessments will be carried out by:

**School Business Manager**

Approval for the required action to remove or control risks will be given by:

**Headteacher**

## **Information, Instruction, Training and Supervision**

The school will provide adequate information, instruction, training and supervision to staff members in accordance with the general duties on employers under section 2 of the Health and Safety at Work etc., Act 1974 and various regulations.

All staff members will be provided with information on the significant findings of any risk assessments relevant to their particular activity/workplace. This will include information on the hazards and relevant control measures.

All information, instruction and training given to staff members will be recorded on individual training records. In certain instances staff members will be asked to sign to confirm receipt and/or understanding.

Induction training for all new employees is the responsibility of:

**School Business Manager (Health & Safety) and Deputy Headteacher/Safeguarding Lead (Safeguarding)**

Training will be identified, arranged and monitored by:

**School Business Manager**

Training records are kept at/by:

**Personnel files, HR Officer**

Health and Safety Law poster is displayed at:

**Front Reception, Staff Room, Site Office and Kitchen**

Supervision of young workers/trainees will be arranged/undertaken/monitored:

**Appointed Person as necessary**

## **Accidents, First Aid and Work Related Ill-Health**

The school is committed to preventing accidents and cases of ill health to staff members and others who may be affected by its work activities.

However, the school recognizes that failures can occur and will investigate all accidents and ill-health to identify the immediate and underlying causes so as to prevent recurrence.

## **RIDDOR**

All reportable incidents, as defined by the Reporting of Injuries, Disease and Dangerous Occurrences Regulations 1995 will be reported to the enforcing authority within the relevant timeframes. The following types of work related incident/accident need to be reported.

**Death** - With the exception of suicides, the death of any person must be reported if it resulted from a work-related accident. If a person suffers a reportable work-related injury and dies due to that injury within one year (365 days), this must be reported as a work-related fatality. There is no requirement to report the death of a self-employed person when it occurs in premises where they are the sole owner or occupier.

**Specified, reportable injuries to workers** - Regulation 4 of RIDDOR lists 'specified injuries' which must be reported:

- Fractures (other than to fingers, thumbs, and toes)
- Amputation of an arm, hand, finger, thumb, leg, foot or toe
- Any injury likely to cause permanent blinding or reduction in sight in one or both eyes
- Any crush injury to the head or torso causing damage to the brain or internal organs in the chest or abdomen
- Serious burns (including scalding) which:
  - Cover more than 10% of the body
  - Cause significant damage to the eyes, respiratory system, or other vital organs
  - any scalding requiring hospital treatment
- Any loss of consciousness caused by head injury or asphyxia
- Any other injury arising from working in an enclosed space which:
  - Leads to hypothermia or heat-induced illness
  - Requires resuscitation or admittance to hospital for more than 24 hours

**Over-7-day incapacitation of a worker** - Work-related accidents must be reported where they result in an employee (or self-employed person) being away from work, or unable to do their normal work duties, for more than 7 consecutive days as the result of their injury. Where the worker's injury or condition does not become apparent until sometime after the accident, it must be reported as soon as it has prevented them from doing their normal work duties for more than 7 consecutive days. This 7-day period does not include the day of the accident, but does include weekends and rest days. The report must be made within 15 days of the accident. Some situations will include days when the injured person would not normally have been expected to work. You must take those days into account when deciding whether they were unable to do their normal duties for 'more than 7 consecutive days'.

**Non-fatal accidents to people other than workers** - Accidents to members of the public or others who are not at work (such as customers or volunteers) must be reported if:

- they involve work activity
- they result in an injury
- the person is taken directly from the scene of the accident to hospital for treatment to that injury
- Examinations and diagnostic tests, such as X-rays, do not count as 'treatment'. However, you must report treatment that involves the person having:
  - a dressing applied
  - stitches
  - a plaster cast
  - surgery
- There is no need to report incidents where people are taken to hospital purely as a precaution when no injury is apparent.

**Occupational diseases** - Employers and self-employed people must report diagnoses of certain occupational diseases, where these are likely to have been caused or made worse by their work. These diseases include:

carpal tunnel syndrome (where the person's work involves regular use of hand-held percussive power tools involving repetitive blows, such as jackhammers, or vibrating power tools such as sanders, grinders or chainsaws)

cramp of the hand or forearm (where the person's work involves prolonged periods of repetitive movement of the fingers, hand or arm)

occupational dermatitis (where the person's work involves significant or regular exposure to a known skin sensitiser or irritant)

hand-arm vibration syndrome (where the person's work involves regular use of percussive power tools, vibrating power tools, or holding materials which vibrate while being processed by powered machinery)

occupational asthma (where the person's work involves significant or regular exposure to a known respiratory sensitiser)

tendonitis or tenosynovitis of the hand or forearm (where the person's work is physically demanding and involves frequent, repetitive movements)

**Carcinogens, mutagens and biological agents, Occupational cancers** - Cases of cancer must be reported where there is an established causal link between:

- the type of cancer diagnosed, and
- the hazards to which the person has been exposed through work. These hazards include all known human carcinogens and mutagens, including ionising radiation
- For example, the following diagnosed occupational cancers must be reported:
- mesothelioma or lung cancer in a person who is occupationally exposed to asbestos fibres
- cancer of the nasal cavity or sinuses in a person who is occupationally exposed to wood dust
- Reports are only required when the person's work significantly increases the risk of developing the cancer. In some cases, the medical practitioner may indicate the significance of any occupational factors when making their diagnosis.
- Cases of cancer are **not** reportable when they are not linked with work-related exposures to carcinogens or mutagens.

**Biological agents** - All diseases must be reported when there is a causal link between an occupational exposure and a biological agent. The term 'biological agent' is defined in the Control of Substances Hazardous to Health Regulations (COSHH). It means a micro-organism, cell culture, or human endoparasite which may cause infection, allergy, toxicity or other hazard to human health. Occupational exposures to biological agents may happen as a result of:

- an identifiable incident, such as accidentally breaking a laboratory flask, accidental injury with a contaminated syringe needle, or an animal bite
- unidentified incidents, where workers are exposed to the agent without their knowledge, for example where a worker is exposed to legionella bacteria during routine maintenance on a hot water service system

A report should be made whenever there is reasonable evidence that an occupational exposure was the likely cause of the disease. The doctor may indicate the significance of any occupational factors when making their diagnosis.

Infections in the community, such as colds or flu, are generally not reportable as they cannot usually be attributed to occupational exposures to biological agents.

### **Dangerous occurrences**

A dangerous occurrence is one which 'arises out of or in connection with work' and could risk harm to others. Not all of these events need to be reported.

HSE has detailed guidance on dangerous occurrences that must be reported under Schedule 2 of RIDDOR. It explains which sections of the Schedule apply for occurrences at:

- all workplaces
- all workplaces except those offshore
- mines
- quarries
- transport systems
- offshore workplaces

## **Gas incidents**

Distributors, fillers, importers and suppliers of flammable gas must report incidents in connection with that gas, where someone has:

- died
- lost consciousness, or
- been taken to hospital for treatment
- These incidents should be reported using the Report of a Flammable Gas Incident - online form.
- Gas Safe Registered engineers must provide details of any gas appliances or fittings they consider to be dangerous anywhere where people could die, lose consciousness or require hospital treatment. This includes domestic premises.
- The danger could be due to the design, construction, installation, modification or servicing of that appliance or fitting, which could cause:
  - an accidental leakage of gas
  - incomplete combustion of gas, or
  - products from the combustion of gas not being fully removed
- Unsafe gas appliances and fittings should be reported using the Report of a Dangerous Gas Fitting - online form.

The school will provide adequate first aid personnel and equipment, in accordance with Health and Safety (First Aid) Regulations 1981. (Separate up to date list attached as addendum to this policy)

All accidents and work related ill-health should be immediately reported to:

### **School Business Manager**

All accidents and work related ill-health are recorded on the SHE Assure Harrow Website by:

### **School Business Manager**

All hazards/near misses should be reported to:

### **School Business Manager**

Responsibility for investigating accidents/ill-health/hazards/near misses is that of:

### **School Business Manager and/or Headteacher**

Responsibility for acting on investigation findings to prevent a recurrence is that of:

### **School Business Manager and/or Headteacher**

Responsibility for reporting accidents, disease and dangerous occurrences to the enforcing authority is that of:

### **School Business Manager**

Health Surveillance is required for staff members doing the following jobs:

### **Staff working with substances that cause dermatitis and/or skin irritation**

Health surveillance will be arranged by:

### **School Business Manager**

Health surveillance records will kept by:

## **School Business Manager**

First aid boxes are kept at:

Welfare Room, Kitchen, Site Office, Main Office and Classrooms

## **Monitoring Health and Safety Performance**

In addition to the reactive monitoring of accidents/ill-health, the school will also carry out proactive monitoring of Health and Safety performance.

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

Carry out monthly inspections of all work areas. These are carried out by:

## **School Business Manager**

### **Personal Protective Equipment**

The school is committed to complying with the Personal Protective Equipment (PPE) at Work Regulations 1992. Wherever possible, risks will be controlled by means other than PPE, however, it is recognized that PPE is sometimes the only practical control measure and at times it is required in addition to other control measures.

Staff members may be required to sign confirmation of receipt of PPE.

PPE will be selected by:

## **School Business Manager**

PPE will be issued by:

## **School Business Manager**

Any problems (e.g. defects/loss etc.) with PPE should be reported to:

## **School Business Manager**

### **Managing Contractors**

The school recognizes that it owes a duty of care to contractors as well as staff members, as stipulated by the Health and Safety at Work etc. Act 1974 section 3 and the Management of Health and Safety at Work Regulations 1999.

In the first instance, the school will ensure that only competent contractors are selected. From then on, the activities of appointed contractors will be adequately managed.

Competent contractors will be assessed by:

## **School Business Manager**

Contractors working on site will be managed by:

## **School Business Manager**

Any problems/hazards arising from activities of contractors should be reported to:

## **School Business Manager**

Information on site hazards/control/safety rules will be provided to contractors by:

**School Business Manager**

## **Welfare Facilities**

The school is committed to providing suitable and sufficient welfare facilities to staff members, in accordance with the Workplace (Health, Safety and Welfare) regulations 1992.

Adequate numbers of toilets and washing facilities are provided for the number of staff and pupils required to use them. Toilet paper, soap and means for drying hands will always be available.

Cleaning is carried out by/every:

**Toilets – in house cleaning team daily**

**Staffroom – in house cleaning team daily**

**Other areas – in house cleaning team daily**

Problems with cleanliness/hygiene standards should be reported to:

**School Business Manager**

Drinking water is available at:

**Staffroom, Dining Hall, Kitchen, KS1 Corridor, Outside Breakout Room, Purple Corridor, Red Corridor, Year 5 Corridor and Year 6 Corridor.**

## **Emergency Procedures – Fire and Evacuation**

The school has in place procedures to follow in the event of emergency. These will be communicated to all employees and will be tested on a regular basis.

- In the event of fire, immediately sound the alarm
- Only attack the fire if trained to do so – do not put yourself at risk
- Dial 999 and ask for the fire brigade – give address and ensure it is heard
- Evacuate the building by the nearest exit
- Do not stop to collect personal belongings
- Do not re-enter the building until told it is safe to do so
- Fire Marshalls to assume their designated roles

Responsibility for ensuring fire risk assessment is undertaken and completed is that of:

**School Business Manager**

Fire extinguishers are maintained and checked by/every:

**AMAX Fire and Security every 12 months**

Emergency evacuation will be tested every:

**Term**

The fire alarm will be tested by/every:

**School Business Manager & Site Supervisor every Thursday between 0630 – 0700hrs**

Emergency lighting will be tested by/every:

**School Business Manager every month**