

Health & Safety Policy School Arrangements

Accountable Trust Committee	Local Governing Bodies (School Arrangements) Audit (H&S Policy Statement)
Policy Area	Risk
Responsible Officer	Estates Manager
Status	George Abbot Version 2024-25
Policy Rationale	Statutory
Categorisation	School-Mandatory
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Publication	School Website [Trust Decision]
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Next Review Date	Autumn term 2025
Related Documents	
<i>Trust/school-mandatory policies</i>	Finance & Procurement Policy Health & Safety Policy Statement School Behaviour Policy – School Arrangements School First Aid Policy School Medical Conditions Policy
<i>School-mandatory documents</i>	Accident and Incident Reporting Form (Book/Log) Asbestos Register incl. Asbestos Management Plan Emergency Plan incl. Emergency Evacuation Procedures Health and Safety Walkaround Health & Safety Training Log Inspection evidence (asbestos, legionella testing, fire extinguishers, portable appliance, fixed wire testing, fire risk assessment, fire alarm inspection and testing, playground equipment, gas safety certificate) Risk Assessments
<i>Optional school policies</i>	Educational Visits Policy Infection control policy Working at Height Manual handling
<i>External</i>	Health & Safety at Work Act Management of Health and Safety at Work Regulations RIDDOR Reporting SCC Evolve system reporting

Date	Section	Comments
22/11/22	H&S policy arrangements	Key contacts changed to reflect new Trust name and job role changes
22/11/22	2	Key personnel details updated
22/11/22	3.4	Change to personnel, conducting the site inspection Removal of “playground equipment” insertion of “PE equipment” Addition of DT annual equipment testing
22/11/22	3.12	Change to wording to reflect that school departments need to record COSHH information.
22/11/22	3.3.5	Removal of specific COVID procedures
25/09/23	1	Changed to statement of intent following RPA H&S audit
25/09/23	2	Changed to “responsibilities for health and safety” following RPA H&S audit
25/09/23	3.1	Risk assessment training added following RPA H&S audit
25/09/23	3.2	Accident investigation process added following RPA H&S audit
25/09/23	3.4	Changed to Health and Safety arrangements for following RPA H&S audit
25/09/23	3.4	Added additional text to arrangements, setting out a policy statement following RPA H&S audit
25/09/23	3.14 a-d	Include vetting of contractors, H&S information and induction given to contractors following RPA H&S audit

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Key Contacts

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Headteacher	kcarriett@georgeabbot.surrey.sch.uk
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Head of Premises	agogova@georgeabbot.surrey.sch.uk
Health & Safety Coordinator	agogova@georgeabbot.surrey.sch.uk
Premises Supervisor	phobbs@georgeabbot.surrey.sch.uk

Please note this list may be updated by the responsible officer when change arises in the organisation, without the need for committee meeting review/approval.

1 Introduction / Statement of intent

The trust has a set Health and Safety Policy Statement that applies to all schools. This policy outlines the trust's aims in respect of health and safety (H&S) and sets roles and responsibilities. The policy requires schools to define and implement H&S arrangements that are appropriate for the local school context. The policy will be reviewed on an annual basis and ratified by the school governors.

For George Abbot School, this document:

- Identifies key individuals with responsibility for Health and Safety in the school
- Explains how and to whom incidents or concerns relating to H&S should be reported.
- Outlines the H&S operational arrangements that will be implemented onsite.

The arrangements outlined in this policy will, as a minimum, meet the standards and requirements listed in the trust Health and Safety Policy Statement.

The headings for the H&S arrangements are defined by the trust Health and Safety Policy. Due to the context of individual schools, it may be appropriate for entire headings to be marked as 'not applicable'.

This document defines H&S arrangements within the school and applies to all staff, pupils, governors, hirers, visitors and contractors.

The primary aim of the trust Health and Safety Policy Statement and school Health and Safety Policy Arrangements is to ensure that all staff, pupils and visitors in our schools are kept safe. We do not seek to implement a 'blame culture' and encourage the reporting of all health and safety incidents and concerns without fear of consequences.

Where isolated incidents have arisen from genuine and reasonable mistakes or accidents and are appropriately reported, disciplinary action will not be taken. Where incidents are the result of deliberate, reckless, or negligent acts, are repeated, or are not reported, disciplinary action may be considered.

2 Key Personnel and responsibilities for health and safety

The Headteacher is ultimately responsible for H&S within the school.

While this ultimate responsibility cannot be delegated, the Headteacher has chosen to delegate specific responsibilities as follows:

Role	Named Person	Contact Number	E-mail
Headteacher	Kate Carriett	01483 88800	kcarriett@georgeabbot.surrey.sch.uk
Nominated Deputy (H&S only)	Adela Gogova	01483 888023	agogova@georgeabbot.surrey.sch.uk
Governor for Health & Safety	tbc		
Health & Safety Coordinator	Adela Gogova	01483 888023	agogova@georgeabbot.surrey.sch.uk
Site Supervisor (Premises Lead)	Paul Hobbs	01483 888041	phobbs@georgeabbot.surrey.sch.uk
Premises Staff	Ashley Moorooogen Dan Clark Daniel Gladman	01483 888000	amoorooogan@georgeabbot.surrey.sch.uk dclark@georgeabbot.surrey.sch.uk dgladman@georgeabbot.surrey.sch.uk
Educational Visits Coordinator	Gary Rowland	01483 88800	growland@georgeabbot.surrey.sch.uk
Gas Safety	Adela Gogova	01483 888023	agogova@georgeabbot.surrey.sch.uk
Legionella Risk Assessment Safety water checks	Adela Gogova	01483 888023	agogova@georgeabbot.surrey.sch.uk
COSHH Assessments	Adela Gogova	01483 888023	agogova@georgeabbot.surrey.sch.uk
Accident Reporting	Sam Chapman	01483 888000	schapman@georgeabbot.surrey.sch.uk
Parent Notification in the event of an Accident	Kate Carriett	01483 888000	kcarriett@georgeabbot.surrey.sch.uk
Health & Safety Committee	tbc		
Lead First Aider	Sam Chapman	01483 888000	schapman@georgeabbot.surrey.sch.uk

3 Arrangements

3.1 Risk Assessments

The following arrangements have either been established through risk assessment at school level (or are based on national standards) and may be supplemented by additional policies and documentation at a departmental level. They are intended to mitigate risks to an acceptable level.

The school maintains a comprehensive set of risk assessments that cover curriculum-based activities in school, school visits and the running of the school building and grounds. These are stored on the school network and are available for staff to inspect and refer to as necessary. The school will undertake risk assessment training for all members of staff that are required to complete them.

The school ensures that staff are aware of the risk assessments appropriate to their role and will monitor compliance with control measures specified in the risk assessments.

All risk assessments are reviewed on an annual basis (except risk assessments for school trips which should be reviewed each time the trip takes place).

3.2 Accident and Incident Reporting

a) Pupils

All accidents involving pupils, staff and visitors resulting in injury are to be recorded by the medical officer either via the school's own system or where appropriate via Surrey County Council on-line reporting tool. All reports are sent to the Health and Safety Co-ordinator to review and sign off. These reports are presented at the school governors finance and resource meetings. Trends of accidents are monitored, and changes made where appropriate.

The H&S Coordinator will review the form and any corrective actions recommended. In addition, any reportable incident will immediately be notified to the Trust and entered onto the relevant incident reporting system. Reportable incidents are any fatality, any major injury, which is a break/fracture of any bone except for a toe or finger and any injury where the pupil is taken direct from site to hospital, whether by ambulance, member of staff or relative. RIDDOR reports will additionally be made by the H&S Coordinator as and when required.

b) Near Miss Incidents

For any near miss incident, which is an incident with the potential to have caused serious injury to a person or significant damage to property, the accident/incident should be reported to the H&S Coordinator who will implement an accident investigation. This may be a simple phone call to one person for minor incidents, but a full-blown investigation for more serious incidents. In this case the Head Teacher will be informed and involved with the investigation.

3.3 Behaviour Incidents

These include violence, bullying and harassment and are to be recorded by the member of staff dealing with the incident by using the standard reporting mechanism described in the Behaviour Policy – School Arrangements.

3.4 Health and Safety arrangements

The school will proactively inspect its facilities to ensure that they are safe for use and will monitor compliance with this policy.

The Head of Premises, is responsible for arranging the following routine building inspections as necessary:

- Asbestos monitoring
- Legionella testing
- Fire extinguisher inspection
- Portable appliance and fixed wire testing

- Fire risk assessment
- Fire alarm inspection and testing
- Sports equipment, both internal and external.
- DT equipment.

Subject Leads or Heads of Department are responsible for notifying the premises department to organise the inspection of any specialist equipment used within their department, that does not fall into the annual inspections.

Regardless of the measures listed above, all staff remain responsible for checking the safety of work areas, equipment, and procedures before, during and after activities. Staff must report and, where necessary, record actions and problems relevant to this policy.

Accident / incident reports will be monitored by the Head of Premises and reviewed with the staff involved, in order to identify potential lessons to be learned, training needs etc. The H&S Coordinator will periodically present a summary of accidents and lessons learned to the relevant LGB Committee (Resources Committee). This will also be reported to the trust through termly reporting arrangements.

To promote a culture of proactivity and constructive challenge, a regular 'health and safety walkaround' will be carried out – typically this will be attended by the Head of Premises, Premises Supervisor, and if available a Health and Safety committee member. Queries and actions arising from this walk around should be documented and available for viewing by the Resources Committee. A copy should also be sent to the Trust Estates Manager.

- The school will ensure so far as reasonably practicable, the safety of all staff, pupils, hirers, visitors, and any other person who may be affected by its operations by:
- Ensuring significant health and safety risks arising from its activities are adequately controlled.
- Providing and maintaining safe plant, equipment, and safe systems of work
- Managing and maintaining a safe and healthy working and learning environment
- Ensuring that staff receive appropriate training and are competent to carry out their designated responsibilities
- Providing sufficient information, instruction, and supervision to enable all staff to avoid hazards and contribute positively to their own health and safety at work
- Involving employees and union members in health and safety decisions through consultation and cooperation

3.5 Fire Evacuation and other Emergency Arrangements

Full details of emergency evacuation procedures are included in the School Emergency Plan (Appendix 1). When the fire alarm is sounded, occupiers of the main school building will evacuate to the assembly point in the following manner:

Pupils will immediately leave what they are doing and line up in a quiet and orderly manner. Staff will then lead the children out onto the playground, checking the toilets and unoccupied rooms before they leave the building.

Administrative support staff in the school office will pick up the emergency grab bag, the registers, the signing in book and move to the assembly point.

The Caretaker/Premises Supervisor will investigate the cause of the alarm (ensuring that they do not risk their own safety) and will arrange for the emergency services to be contacted if necessary.

At the assembly point, the Headteacher will be ultimately responsible for ensuring a rollcall of all pupils and will decide on the appropriate course of action if any pupils are believed to be missing.

The school will have special arrangements in place for the evacuation of people with mobility needs and fire risk assessments will also pay particular attention to those with disabilities.

The fire alarm is tested weekly, and fire evacuation drills are carried out termly, arranged by H&S Coordinator. All fire exits/escape routes to be appropriately signed and kept maintained and free from blockages.

3.6 Fire Prevention, Testing of Equipment and Electrical Safety

The school routinely tests fixed electrical installations in line with the electricity at work regulations.

Portable electrical equipment is to be visually checked by staff before use (i.e., check equipment and plug undamaged and that wires are not worn or loose entering equipment or plug and if any defects are noted the item is to be put out of use). In addition, portable electrical equipment is subject to a testing in line with guidance on the checking of electrical equipment supplemented by local experience.

Consideration should be given to the safe use of equipment, regardless of its condition. For example, procedures must be in place throughout the school to ensure that hot equipment is turned off when not supervised. All staff are responsible for ensuring that equipment used by them is being operated safely and should contact the H&S Coordinator if they believe that additional training is necessary.

Gas safety

Installation, maintenance and repair of gas appliances and fittings will be carried out by a competent Gas Safe registered engineer.

- Gas pipework, appliances and flues are regularly maintained.
- All rooms with gas appliances are checked to ensure that they have adequate ventilation.

3.7 First Aid and Medication

As required by statute, the school has a separate policy for First Aid and Medical Conditions, which detail the school's approach to first aid and administering medicines.

In most circumstances, the administration of medicines is the responsibility of parents, and they should be administered at home unless it is essential they are administered during the school day. Parental requests for medicines to be administered can be met providing they are prescribed, in their original packaging, and labelled by pharmacy with all the correct details including name, date and dosage. This includes medication for hay fever and travel sickness.

Most medicines are to be given to school office for safekeeping and appropriate storage/refrigeration and a consent form completed by the parent/guardian. If a student needs to take their medication there is a form to fill out, stating time, date and dose given.

Students carry their own Epi-pens and inhalers with them, spares are kept in the medical room

Laminated photographs of pupils with medical conditions/allergies are displayed in the staff room along with the food allergy photos of pupils. Food tech teachers are emailed photographs of children who have allergies as are the catering staff.

3.8 Offsite Visits

The school has a separate Educational Visits Policy, which details the school's approach to managing risk on such visits. Staff organising trips are required to enter the details of the trip into the 'Evolve' system, where they are reviewed and approved by the Educational Visits Coordinator and the Headteacher. Any off-site activities involving pupils (apart from routine sports fixtures) are considered to be an Educational Visit.

3.9 Health and Safety Information and Training

All employees will be given:

- Induction training in the requirements of this policy
- Update training in response to significant change
- Training in specific skills needed to execute this policy
- Refresher training where monitoring establishes need

All pupils will be given training in emergency procedures and take part in fire drills as deemed appropriate by the Headteacher.

Key H&S information will be published as deemed appropriate, for example:

- Fire evacuation routes will be published in each classroom
- Reference information for staff will be included in the staff handbook

Attendance at training is to be recorded, and such records are kept in the Premises office.

3.10 Personal Safety / Lone Working

Staff must inform someone else when working alone at the school, preferably another member of staff or someone they live with who has access to the contact number of another key holder. This information should include the approximate time that they expect to be leaving, and a contact for them while they are at the school site.

Staff working alone should not undertake activities with a heightened degree of risk (e.g., use of stepladders) and should keep a mobile phone with them at all times.

Personal security care should be taken when leaving premises.

The lone worker will ensure that they are medically fit to work alone.

3.11 Tools, Plant and Equipment

Tools, plant, and equipment should be kept well maintained, and serviced where necessary according to a reasonable service schedule. Records of tool maintenance and servicing should be kept.

Tools and plant should only be operated by staff who are appropriately trained and confident in their ability to safely operate the item in question. Staff should not use equipment if they have concerns over the safety of the item or their ability to use it – in these circumstances, they should contact their line manager or the H&S Coordinator for further advice.

Personal protective equipment should be used in line with the manufacturer's recommendation.

3.12 Flammable and Hazardous Substances

There are lots of substances used in Science, DT, and Visual Art departments, e.g., fabric dye, hair colour, glue. The individual departments should keep a record of all substances hazardous to health on the staff shared drive. Substances used by the site team should also be recorded.

The associated procedures and control measures will be funded and enforced.

The requirement to assess hazardous substances either in use or created by school operations is a requirement of the COSHH Regulations. Hazardous substances are those identified as corrosive, irritant, toxic, harmful and any with a Workplace Exposure Limit (WEL), which will include dusts, e.g., pottery, wood etc and biological hazards.

The use of hazardous substances in school will be kept to a minimum.

Where the use of such substances is necessary, COSHH assessments are undertaken by the relevant department, and summary information is kept where substances are stored/used. If employees have any questions on hazardous substances, they should initially speak to their line manager.

All hazardous and flammable substances (including, for example, fuel for groundskeeping machinery) must be stored in suitable containers in a secure location.

Emergency procedures, including procedures for dealing with spillages, are displayed near where hazardous products are stored and in areas where they are routinely used.

3.13 Asbestos

An asbestos register is held by the Premises Manager, which lists any and all locations where asbestos is located/suspected.

Risk management procedures are undertaken in respect of all observed instances of asbestos and must be sufficient to keep the area safe. These procedures are documented in an Asbestos Management Plan and will typically involve either removal of the asbestos containing materials, or ensuring that materials are appropriately encapsulated and protected, and are regularly monitored to ensure that they remain safe.

The asbestos register must be consulted before any works are undertaken on the site. All works must proceed with an awareness that unknown asbestos containing materials may be present on the site and due care and attention must therefore be taken.

Any staff who are likely to undertake works that could potentially disturb unknown asbestos containing materials (e.g., caretakers) should be given training in asbestos awareness.

Staff and contractors should sign a log to show they have awareness of the risks outlined within the asbestos register. This should be signed each time there are changes to the register.

3.14 Contractors Working on Site

a) Vetting

All contractors employed by George Abbot School will:

Have previously worked for George Abbot School or other schools within the Trust and therefore their standard of work is known.

Be recommended by the building surveyor running capital projects.

Where new contractors are appointed, financial checks will take place and if appropriate references will be sought.

Known contractors that allow for a good working relationship are considered important. They understand the workings of the school day but especially safeguarding and keeping children safe.

There are two distinct types of contractors who will have access to site. These will be service contractors who regularly work on the site and building contractors who work on an ad hoc basis.

b) Service Contractors

Service contractors have regular access to site as specified by a contract. Such contractors' visits can vary from an annual visit, e.g., to service boilers, check fire extinguishers etc, to those on site daily, e.g., cleaning staff. The service contract will specify what work is expected of them and what they can expect from the school. Their personnel will follow their own safe systems of work, but their working methods must consider how they will impact upon staff, pupils and other visitors on site.

The school will provide details of its H&S arrangements to the contractors either directly via email, in person whilst the toolbox talk is being conducted or via the building surveyor if the project involves capital works. A record will be kept via the email sent box, or in the project management folder if capital works are involved.

All contractors who are working unsupervised on-site during term time must have an enhanced DBS check which is to be shared with the school office via school procedures OR only commence work after 4.30pm OR be supervised at all times

c) Building Contractors

It is essential that the school record a copy of the contractor's valid insurance, prior to the works commencing and covering the entire duration of works

These are contractors who attend site to undertake building works, this can vary from simply replacing a broken window to remodelling a room or building a new block. All contractors are expected to undertake a reasonable risk assessment of their activities to ensure that they do not jeopardise the health of their own employees, staff, pupils, or visitors. The extent of this assessment will be proportionate to the scale of the work being undertaken.

The site manager must decide whether a risk assessment is required before work commences, and this should be shared with the contractor before work begins. Generic templates for when students are on site are suitable to use but must be amended for each situation.

All contractors who are working unsupervised on-site during term time must be on the school's single central register. OR only commence work after 4.30pm, OR be always supervised

Minor Works

Minor works include day-to-day maintenance work and all work that is not sufficiently significant enough to justify the use of a formal Joint Contracts Tribunal (JCT) contract. Such projects will generally not require a formal pre-start meeting on site.

All contractors will receive "Health and Safety for contractors information pack" before any work commences.

Before work begins, the contractors must be advised by the Head of Premises or Premises Supervisor via a “toolbox talk”:

- Safeguarding
- Use of phones
- Not engaging with students
- An awareness that CCTV is throughout the school and that it is viewed throughout the day
- Evacuation procedures
- Signing in and out procedures
- Site contact details
- Traffic movement
- Asbestos locations and a request to sign the register
- Security
- School hours and lesson times
- Welfare
- First aid on site

Contractors will be asked to sign to say they have understood the “toolbox talk”

All contractors who are working unsupervised on-site during term time must be on the school’s single central register. OR only commence work after 4.30pm OR be always supervised

d) Large Scale Building Works:

This encompasses all work undertaken under a JCT (or equivalent) contract, which will typically involve work where part of the site is completely handed over to the contractor.

Such work will usually come under the requirements of the Construction Design and Management Regulations and the school must exercise the duties of the Client as contained therein.

For all large scale works a pre-start meeting will take place and the Head of Premises will attend the meeting. This meeting will identify timescales for work, methodology (e.g., noisy work done when school is unoccupied wherever possible), access requirements, emergency access requirements, etc.

All contractors will receive “Health and Safety for contractors information pack” before any work commences.

Before work begins, the contractors must be advised by the Head of Premises or Premises Supervisor via a “toolbox talk”:

- Safeguarding
- Use of phones
- Not engaging with students
- An awareness that CCTV is throughout the school and that it is viewed throughout the day
- Evacuation procedures
- Signing in and out procedures
- Site contact details
- Traffic movement
- Asbestos locations and a request to sign the register
- Security
- School hours and lesson times
- Welfare
- First aid on site

Contractors will be asked to sign to say they have understood the “toolbox talk”

3.15 Work at Height

Detailed guidance is given in the **Working at Height Policy and Risk Assessment Autumn 2021**.

Work at height legislation identifies work at height as any work where someone or something can fall a distance likely to cause injury. This will include putting up displays if not able to stand on the ground to do so, accessing high level storage if not able to reach when standing on the floor and any work where access equipment is needed, e.g., step ladder, ladders, scaffolds.

Many employees will therefore undertake an element of work at height and the following measures should be taken:

a) Regular Operations

Regular operations (e.g., the use of stepladders) may be undertaken by staff provided that:

- Consideration is given to safety
- The activity is not rushed
- Another member of staff is present to provide support, and to assist in the event of an accident
- Staff avoid operations that significantly aggravate risk (e.g., use of heavy tools, stretching to reach items out of reach etc)

b) Specialist Operations

These are where specific high level access equipment is to be used and where additional information will be required. This may include use of access scaffolding and specialist ladders and will usually require the support of a specialist contractor.

3.16 Moving and Handling

The relevant line manager will assess all manual handling operations (lifting loads, lowering loads, pushing, pulling, carrying, etc). Wherever possible, manual handling operations will be eliminated.

If this is not possible then suitable arrangements will be made to reduce the risk of injury because of a manual handling operation (for example, training, and the use of assistive equipment).

The Site Supervisor will arrange for the provision of manual handling equipment where necessary and will arrange for appropriate training of personnel involved in manual handling operations.

Staff are responsible for alerting their line manager if they are uncomfortable with any manual handling requirement. Staff should not undertake any manual handling activity without consultation unless they are confident that it is safe to do so.

3.17 Display Screen Equipment (DSE)

Any employee who is classed as a 'user' as defined by the DSE regulations, which lays down specific requirements for workstations incorporating computers etc, must complete a 'user audit' for the workstation where they work. A 'user' is someone who is habitually employed to work on a computer and does so for more than an hour at a time more or less on a daily basis. Such employees are also entitled to a free eye test (which can be arranged in consultation with the onsite finance staff – See trust Finance and Procurement Policy) and payment for a basic set of glasses where they are required primarily for use with DSE. User audit forms are available from the H&S Coordinator.

Care should be taken with respect to laptop computers, which are not designed to be used for extended periods but may end up being used this way. If staff are likely to spend extended lengths of time working on the laptop, then consideration needs to be given to measures that will reduce the possibility of 'repetitive strain' type injuries. Specifically, it is recommended that a separate keyboard and monitor are used, which can be obtained from the ICT technicians.

3.18 Catering and Food Safety

This section of the arrangements considers school catering and does not relate to food preparation in a curriculum context (e.g., Food Technology), which is considered under Specific Curriculum Arrangements below.

a) School Meals:

The school employs a third-party company, Impact Food Group to provide school meals. The service contract specifies that IFG is responsible for ensuring the safe preparation and serving of school meals. The school retains responsibility for ensuring safe conduct of pupils in the dining area, and for ensuring that dining facilities are safe, clean and well maintained.

b) Other catering provision:

The school may, from time to time, serve food outside of a school meal context, for example, at breakfast or after school clubs, fundraising events, BBQs, and community lettings. The school retains responsibility for food safety at such events, so must ensure that safe practices are observed. Typically, this will involve understanding what food will be prepared and agreeing appropriate measures in respect of training and food safety precautions, with the possibility of consulting someone with the relevant training equivalent to the Level 2 certificate in food safety.

3.19 Playground Safety and Supervision

During break times, there will be an appropriate number of staff on duty with the appropriate means of communication to the office. Any accidents or near misses will be recorded in the usual way.

The main areas of the site will be inspected for any maintenance problems.

3.20 Vehicles and Transport

The options for transporting pupils off-site are:

a) Use of employee's vehicles

Employees can transport pupils/equipment in their own cars or drive to other venues during the working day only when accompanied by another adult. Employees who use their own cars must confirm that their insurance policy covers them for this purpose and need to hold Business Class insurance for the vehicle they use.

b) Use of School Minibus

Minibuses may only be driven by staff following an assessment by the Minibus Coordinator. This process will ensure that drivers are confident and competent to drive minibuses and will include discussion of the various legal restrictions around licence types. The school minibuses are operated under a Section 19 permit, and drivers will normally be expected to hold a category D1 licence, although there are circumstances where it is appropriate for this requirement to be waived.

c) Use of Professional Transport

The vehicle and driver are hired in as a service from a reputable source. This is the usual practice for school trips.

d) Parents' Transport

If needing to use this option, the parent(s)/guardian(s) of the pupils are advised of the venue and time of activity and that their son(s)/daughter(s)/ward(s) are required to be there at that time. These arrangements, and any associated lift sharing, are entirely the responsibility of the parents.

3.21 Stress

The school is committed to maintaining a healthy and safe workforce environment and to take reasonable steps to reduce health and safety risks from stress in the workplace.

The school is aware that there are many factors, both work-related and personal, which may contribute to staff ill health including stress. The following arrangements are in place to locally manage staff health issues:

- Staff are advised that it is their responsibility to inform their line manager, the Headteacher or another member of the senior leadership team of any relevant health issues. For central staff this should be reported to employee's line manager or the CEO.
- Where necessary, an appropriate senior member of staff will meet and discuss the health issues with the employee and consider what actions could be taken to support the staff member and where appropriate assist in reducing stress levels.
- The member of staff will be offered a referral to an occupational health professional for advice and support, e.g., counselling, etc. All trust staff are also provided with access to an Employee Assistance Programme, should they wish to obtain confidential advice and support at any time.
- The member of staff will be advised that support can also be provided through their trade union.
- A series of regular review meetings will be scheduled to monitor ill health and stress levels where they have been identified.
- If it is identified that there is a high occurrence of staff ill health or stress within the school, the Headteacher will actively seek support to undertake a holistic assessment to identify what the possible root cause may be and implement a plan to improve the situation.

3.22 Legionella and Water Assessment

The Head of Premises will ensure that an assessment of the risk of exposure to legionella bacteria within the site has been undertaken and is reviewed appropriately.

The school will undertake reasonable measures to minimise the risk of exposure to legionella, which may be a combination of remedial plumbing works (where defects are identified) and management activities (e.g., water temperature monitoring, periodic testing of water quality).

3.23 Work Experience

Whenever pupils are out of school for work related learning/work experience the placement, they are attending is assessed in order to meet the duty of care requirement on the school. Whenever a pupil is on placement for work experience, whether block or extended, they are treated by the placement as an employee whilst with them, and for such placements a H&S check must have been completed and the firm assessed as suitable by the school.

3.24 New and Expectant Mothers

Risk assessments will be carried out whenever any employee or pupil notifies the school that they are pregnant.

Appropriate measures will be put in place to control risks identified. Some specific risks are summarised below:

- Chickenpox can affect the pregnancy if a woman has not already had the infection. Expectant mothers should report exposure to antenatal carer and GP at any stage of exposure. Shingles is caused by the same virus as chickenpox, so anyone who has not had chickenpox is potentially vulnerable to the infection if they have close contact with a case of shingles.
- If a pregnant woman comes into contact with measles or German measles (rubella), she should inform her antenatal carer and GP immediately to ensure investigation.
- Slapped cheek disease (parvovirus B19) can occasionally affect an unborn child. If exposed early in pregnancy (before 20 weeks), the pregnant woman should inform her antenatal care and GP as this must be investigated promptly.

3.25 Access Control and Security

The Site Manager is responsible for managing access and security on the school site.

All visitors are required to register at reception in order to access the secure areas of the site, and are required to sign in, wear a visitor's badge, and to be escorted as necessary. The school site perimeter is appropriately fenced to ensure that it is not open to the general public.

Controlled access is a combination of measures to ensure that unauthorised visitors do not present an unacceptable risk to pupils or staff. The extent of physical controls, such as fences, has been decided by a robust risk assessment of the likelihood of visitors presenting a risk and the reasonableness of the control measures needed to reduce this risk. The school has, through risk assessment, balanced the need to remain a welcoming environment to the community whilst safeguarding pupils.

3.26 Lettings

The school regularly hires out its facilities to community groups in order to generate funds for the school, and to support the local community, as set out within the School Lettings Policy.

All hirers will be met at the start of their hire (or, in the cases of regular hirers, at the start of their first session as a minimum) and given an induction briefing. This will include matters such as the location of fire exits and exit routes, which areas may be accessed by the group, and any known hazards in these areas. While the school is responsible for ensuring that rooms and facilities are safe and well maintained, the hirer is responsible for ensuring that their activities comply with Health and Safety regulations, and for undertaking any necessary risk assessments.

All hirers will be issued with a copy of the school Child and Safeguarding Protection Policy, and are responsible for ensuring that their letting complies with safeguarding requirements. The school is aware that this does not necessarily mean that all adults using the site will have Disclosure and Barring Service (DBS) checks - for example, a letting targeted at an adult audience may not be required to undertake such checks. Therefore, the school will not usually schedule lettings at times when pupils are in school, and where such lettings are scheduled, consideration will be given to measures necessary to manage risk (e.g. ensuring the DBS checks are in place for all adults present). Typically, lettings will not start until 5:00pm. Any school activities running after 5:00pm must recognise that the site is no longer 'secure' and pupils must be appropriately supervised.

3.27 Infectious Diseases

Advice will be sought from the Environment Agency and the Health Protection Service in the event of an outbreak of an infectious illness.

The trust follows national guidance published by UK Health Security Agency England when responding to infection control issues, currently found here:

<https://www.gov.uk/government/publications/health-protection-in-schools-and-other-childcare-facilities>

a) Handwashing

Wash hands with liquid soap and warm water (ideally for 20 seconds), and dry with paper towels or hand driers.

Always wash hands after using the toilet, before eating or handling food, and after handling animals.

Cover all cuts and abrasions with waterproof dressings.

b) Coughing and sneezing

- Cover mouth and nose with a tissue, or sneeze into material (e.g. inner elbow).
- Throw tissue in the bin.
- Wash hands after using or disposing of tissues.
- Spitting is discouraged.

c) Personal protective equipment

Wear disposable non-powdered vinyl or latex-free CE-marked gloves and disposable plastic aprons where there is a risk of splashing or contamination with blood/body fluids (for example, nappy or pad changing).

Wear goggles if there is a risk of splashing to the face.

Use the correct personal protective equipment when handling cleaning chemicals.

d) Cleaning of the environment

Clean the environment, including toys and equipment where relevant, frequently and thoroughly

e) Cleaning of blood and body fluid spillages

Clean up all spillages of blood, faeces, saliva, vomit, nasal and eye discharges immediately and wear personal protective equipment

When spillages occur, clean using a product that combines both a detergent and a disinfectant and use as per manufacturer's instructions. Ensure it is effective against bacteria and viruses and suitable for use on the affected surface

Never use mops for cleaning up blood and body fluid spillages – use disposable paper towels and discard clinical waste as described below

Make spillage kits available for blood spills.

f) Laundry

Wash laundry in a separate dedicated facility.

Wash soiled linen separately and at the hottest wash the fabric will tolerate.

Wear personal protective clothing when handling soiled linen.

Bag children's soiled clothing to be sent home, never rinse by hand.

g) Clinical waste

Always segregate domestic and clinical waste, in accordance with local policy.

Used nappies/pads, gloves, aprons and soiled dressings are stored in correct clinical waste bags in foot-operated bins.

Remove clinical waste with a registered waste contractor.

Remove all clinical waste bags when they are two-thirds full and store in a dedicated, secure area while awaiting collection.

h) Animals

- Wash hands before and after handling any animals.
- Keep animals' living quarters clean and away from food areas.
- Dispose of animal waste regularly and keep litter boxes away from pupils.
- Supervise pupils when playing with animals.
- Seek veterinary advice on animal welfare and animal health issues, and the suitability of the animal as a pet.

i) Pupils vulnerable to infection

Some medical conditions make pupils vulnerable to infections that would rarely be serious in most children. The school will normally have been made aware of such vulnerable children. These pupils are particularly vulnerable to chickenpox, measles or slapped cheek disease (parvovirus B19) and, if exposed to either of these, the parent/carer will be informed promptly, and further medical advice sought. Advise these pupils to have additional immunisations, for example for pneumococcal and influenza.

j) Exclusion periods for infectious diseases

The school will follow recommended exclusion periods outlined by UK Health Security Agency England, as identified in the document weblink:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/789369/Exclusion_table.pdf

In the event of an epidemic/pandemic, we will follow advice from UK Health Security Agency England about the appropriate course of action.

3.28 Curriculum Specific Arrangements

Curriculum specific risk assessments are created by department Heads and shared on the school local network.

- a) PE
- b) Science
- c) Food Technology
- d) Music
- e) Design and Technology
- f) Drama
- g) Dance
- h) Art inc. Textiles
- i) Classroom-based subjects – generic risk assessment developed.

3.29 Housekeeping, Cleaning and Waste Disposal

Caretaker and cleaning contractors attend site daily. They wash/vacuum floor surfaces, clean tables, clean toilets and sinks and ensure in good working order, and empty bins daily. Cleaning contractors will supply all cleaning products that they use and are responsible for implementing safe working methods and storage arrangements.

During the working day, staff are responsible for clearing any spillages, wet floors etc that result from their activities, or for raising with the caretaking team if this is not possible. If an issue has the potential to be a safety hazard (e.g., a wet floor at the top of a staircase), this should be reported to the school office so that prompt action can be arranged.

Servery Staff are responsible to ensure the hall is left clean and tidy at the end of lunchtime, and chairs and tables stored safely.

3.30 Violence at work

The trust believe that staff should not be in any danger at work and will not tolerate violent or threatening behaviour towards our staff.

All staff will report any incidents of aggression or violence (or near misses) directed to themselves to their line manager/Headteacher immediately. This applies to violence from pupils, visitors, or other staff.

4 Appendix A – School Emergency Procedures

The school Emergency Plan details procedures to be followed in case of emergency including all key contacts and site-specific information. Hard copies of the Emergency Plan are located in each school office and held by nominated staff members.

5 Appendix B – Arrangements to Manage COVID-19 Infection Risk

Following the Government's instruction that we must now treat COVID-19 as we would any respiratory infection, normal rules for such infections will now be followed.

a) Overriding Principle

The school recognises that it does not hold specialist expertise in the field of infectious diseases, and therefore the overriding principle underpinning all decisions will be to follow the advice of the Department of Education and UK Health Security Agency England. All arrangements listed below are

intended to put this advice into practice. The arrangements will be frequently reviewed in light of updated official advice, as well as practical experience within the school.