

Inspiring **Excellence,**
Inspiring **Partnerships,**
Inspiring **Individuality,**
Inspiring **Futures.**



Health and Safety Policy

Created By:	Head of Estates
Approved By:	Leah Robinson
Version:	2.0
Created:	September 2023
Amended on:	N/A
Created by:	COO
Amended by:	N/A
Applies to:	All staff
Next review date:	September 2024

Contents

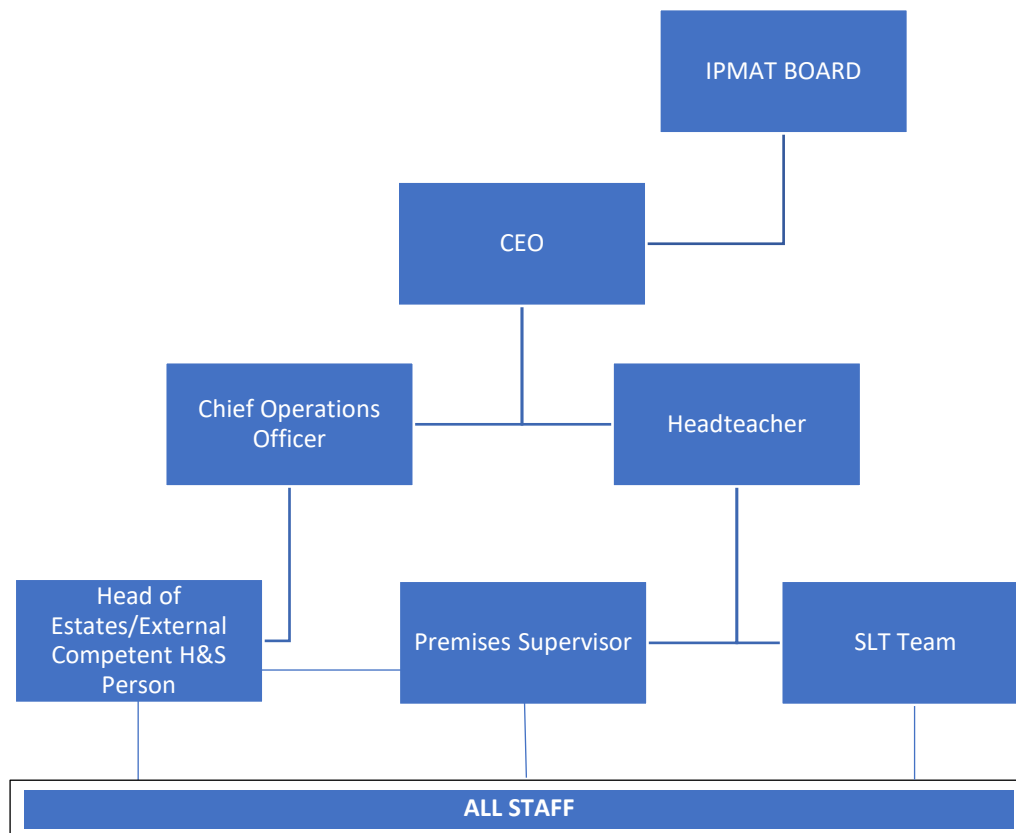
Policy for Health & Safety	3
Organisation Structure & Responsibilities for Health & Safety	4
Health & Safety Rules	8
Management Arrangements for Implementing Health & Safety	10
Communication of Health & Safety Arrangements	15
Monitoring Health & Safety	16

Policy for Health & Safety

In recognition of our duty towards the health, safety & well-being of the staff, pupils, volunteers, visitors & contractors; it is our policy to:

- Maintain a health & safety framework that guides & supports everyone in fulfilling their responsibilities for fire & health & safety
- Outline the responsibilities & arrangements we have for complying with our fire & health & safety obligations
- Endeavour to comply with all our relevant fire & health & safety legal duties
- Identify & prioritise areas of risk & plan for their effective management
- Seek competent professional advice, guidance & support
- Undertake regular reviews of fire & health & safety performance of all operational areas
- Learn from accidents & incidents
- Consult with staff on matters affecting their health & safety
- Employ staff, volunteers & third parties who are suitable & competent
- Provide information, instruction & training which enable staff, pupils, volunteers, visitors & contractors to undertake their tasks safely
- Provide adequate levels of supervision determined by risk assessment that allow for the effective management of fire & health & safety
- Provide sufficient resources to enable the standards outlined in this policy to be met
- Review & if necessary amend this policy annually or when significant changes occur

Organisation Structure & Responsibilities for Health & Safety



Inspire Partnership MAT is committed to ensuring the health, safety and wellbeing of all its employees and other persons who may be affected by the Trust's activities. This safety policy demonstrates the commitment of the Members, Trustees and CEO of Inspire Partnership MAT to achieve high standards of health and safety and fulfil the requirements of the Health & Safety at Work Act 1974.

IPMAT BOARD have the overall strategic & financial responsibility across the Trust for setting the framework & monitoring implementation as well as supporting the Central Team & School Leadership teams in achieving realistic health & safety solutions.

The Trustees have nominated one of their number to have responsibility for overseeing health & safety on their behalf.

Chief Operations Officer works with, & assists all those with responsibilities identified in this policy in achieving a common approach to the management of health & safety across the Trust.

Head of Estates – Works with the Headteachers and Premises supervisors to provide ongoing health and safety advice and assistance. They liaise with the Chief Operations Officer, providing support & guidance with regard to appropriate health & safety requirements that the Trust/schools are required to consider. The Head of Estates liaises with the external health & safety advisers, PIB Risk Management.

External H&S Advisers – PIB Risk Management are the appointed Competent Person for the Trust and provide support & guidance with regard to appropriate health & safety requirements that the trust are required to consider.

The Headteacher – The Headteacher is the most senior member of staff within the school with specific responsibility for health & safety.

The Headteacher has nominated the Premises Supervisor to have responsibility for overseeing health and safety on their behalf.

SLT are responsible for the successful management of health & safety within their areas of authority. They are expected to set a positive example & endeavour to ensure that their staff & other workers are competent & supported to maintain good standards of health & safety. They will endeavour to ensure that sufficient resources are made available to enable their staff to fulfil their health & safety responsibilities.

In particular, they are required to:

- Identify & report any hazards associated with their work, buildings & activities
- Try to remove these hazards where possible
- Implement safety precautions to reduce the potential harm of any hazards that cannot be removed
- Inform, instruct & train relevant staff, pupils & third parties with regard to the required safety precautions
- Keep records
- Ensure that remedial action is taken
- Review risk assessments periodically (at least annually), or in response to an accident or incident

Premises Supervisor has a general responsibility for the application of the school's health and safety policy to their own area of work. In particular, they are required to:

- Ensure all works are conducted under appropriate control measures and monitor the actions of contractors and vehicle movements during repairs, maintenance and alterations.
- Manage and review risk assessments of all areas.
- Establish and maintain safe working procedures including arrangements so far as is reasonably practicable, the absence of risks to health and safety in connection with the use, handling, storage and transport of articles and substances (e.g. chemicals, boiling water and sharp instruments).
- Will carry out regular health and safety assessments of the activities for which they are responsible, and report to their line manager any defects which need amending.
- Will ensure, as far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision, to enable other employees and pupils to avoid hazards and contribute positively to their own health and safety, as part of the academy health and safety training requirements.
- Will, where appropriate ensure relevant advice and guidance on health and safety matters is sought.
- Will advise their line manager on requirements for health and safety equipment and on additions or necessary improvements to plant, tools, equipment or machinery.
- Maintain up to date records.

Staff – Everyone working within the School environment has a health & safety responsibility & is required to:

- Co-operate on fire & health & safety matters
- Undertake their duties with due regard for the health & safety of the other people in their working environment
- Take care of their own health & safety
- Report fire & health & safety concerns as soon as possible
- Comply with the School policies & procedures applicable to their work

In addition, staff are reminded that they must not misuse equipment provided nor interfere with arrangements made in the interests of fire & health & safety.

Staff involvement in health & safety - In recognition of the importance of involving our members of staff in health & safety, we regularly discuss health & safety at a designated meeting. These issues are then shared with the Governing Body.

Educational Visits Co-ordinator – In keeping with current advice from the Department of Education, the HSE, & British Standard 8848, we have a formal approval process for educational visits & trips which includes the person who is the school Educational Visits Coordinator. This senior person's role is to oversee the quality & risk management aspects of visits on behalf of the Headteacher & Governing Body. The role of the EVC in our school is to:

- Ensure educational visits meet the school's requirements
- Support the Governing Body with approval & other decisions
- Assess competence of prospective leaders & staff
- Ensure risk assessments meet requirements
- Organise training & induction
- Ensure parents are informed & give consent
- Organise emergency arrangements
- Keep records of visits, accident or incident reports
- Review systems & monitor practice
- Keep up to date with the current requirements on the types of visits & trips undertaken by the organisation.

Specific Health & Safety Responsibilities

Topic or area	Overseen by
Accident investigation and reporting	Headteacher/SBO/Premises Supervisor supported by Head of Estates
Consultation arrangements with staff	Headteacher supported by Chief Operations Officer
Control of hazardous substances	Premises Supervisor supported by Head of Estates
Curriculum health & safety including pupil involvement with hazard awareness	Headteacher & SLT
Dealing with health & safety emergencies – procedures & contacts	Headteacher, SBO, Premises Supervisor supported by Head of Estates
Event safety management	Headteacher, SBO, Premises Supervisor
Fire safety, including testing of alarms & evacuation procedures	Premises Supervisor Supported by Head of Estates
First aid & supporting medical needs	Nominated colleague supported by appropriate colleagues
Food safety	Appointed person
Induction of new starters	Headteacher, SBO with Line Manager and BOO
Inspection & maintenance of playground surfaces & equipment	Premises Supervisor/Appointed Compliance Contractor
Maintenance of premises & equipment including gas safety, electrical safety, access & egress	Premises Supervisor/Appointed Compliance Contractor
Managing work-related mental ill health	COO/BOO/External HR provider
On-site vehicle movements	Premises Supervisor
Procedures for learning outside the classroom, including sporting fixtures, residential visits & school-led adventure activities	Educational Visits Co-ordinator & SLT
Recording & reporting accidents to staff, pupils & visitors	All staff
Risk assessment process covering whole school as well as specific areas/tasks	Headteacher, Premises Supervisor and Head of Estates
School security	Premises Supervisor
Selecting & managing contractors	Headteacher, SBO, Premises Supervisor and Head of Estates
Transport safety including selection & authorisation of minibus & volunteer drivers	Educational Visits Co-ordinator
Water quality management including legionella	Premises Supervisor/Appointed Compliance Contractor

Health & Safety Rules

Introduction

We require all staff to work safely. Failure to comply with these rules may jeopardise the safety of staff, pupils & visitors to the School, & may lead to disciplinary action.

Specific risk assessments are in place for many of the following headings. You should familiarise yourself with these, before attempting any of these activities.

If you do not understand what is expected of you, or if you are unsure about any aspect of these rules, speak to your manager or the Headteacher. (The headings for these rules are in alphabetical order rather than in any order of importance).

General requirements

Everyone has a positive duty to follow the fire & health & safety procedures & must not misuse equipment provided, nor interfere with arrangements made in the interests of fire & health & safety. It is the duty of all to report any visible or foreseeable dangerous situation &, where possible, take immediate action to prevent injury.

Accidents & work related illness

- All injuries, accidents & cases of work related illness, must be reported & investigated
- Inform your line manager of any medical condition, medication or other factors, such as fatigue, which could affect your ability to undertake your work safely
- You must not take any substance that could compromise your ability to work safely

Electrical safety

- Visually check electrical equipment for any defects or signs of damage prior to use
- Do not use electrical equipment in wet, damp or potentially explosive atmospheres, unless the equipment is specifically designed for use in these areas
- Do not overload electrical sockets
- Switch off electrical appliances when not in use
- Do not carry out repairs on electrical equipment unless you are competent to do so

Fire safety

- Always follow the evacuation procedure when the fire alarm is raised
- Make sure you understand the evacuation procedure for your area
- Do not prop open fire doors
- Do not damage or misuse fire fighting equipment
- Do not obstruct walkways & exit routes
- Ensure that fire exit doors can be opened

Harmful substances

- Make sure that you know how to handle safely any substance marked as hazardous or harmful
- Never keep or transfer a harmful substance into a container if it is not correctly labelled
- Always return harmful substances to their designated storage area

Lone working

- Never work alone on tasks identified by risk assessment as requiring more than one person to be present
- Ensure that someone knows where you are when you are working alone
- Concerns about lone working situations must be raised with your line manager

Machinery & equipment safety

- Specific operating guidelines/instructions for the use of machinery & equipment must be followed
- Do not undertake repairs & maintenance on machinery & equipment unless you are competent & authorised to do so
- Do not use machinery or equipment that is damaged, nor allow others to do so

Moving & handling

- Do not underestimate the risk of injury from moving & handling operations
- Never lift, move or carry anything or anyone unless you are confident you can do so safely
- Make sure you know how to lift, move & carry correctly & that you are physically able to take the weight
- Always seek assistance when you can
- Use lifting aids provided
- Reduce the weight of the load to be carried whenever possible

Protective clothing & equipment

- Protective clothing & equipment provided for your safety must be used
- Keep your protective clothing & equipment in good condition.
- Report immediately any unsuitable, defective or lost items.

Slips, trips & falls

- Keep your work area clear from obstructions & “slipping & tripping” hazards
- Never allow cables trailing across floors to be a tripping hazard
- Do not take short cuts across unmade or slippery surfaces & keep to the paths, corridors & walkways provided
- Do not run, unless it is a requirement of the activity
- Use handrails on flights of steps & staircases
- Clean up any spillage immediately or, if you are unable to do so, place a warning sign in the area & report the hazard
- Wear suitable footwear
- Do not stand on chairs, desks or tables; use a ‘hop up’
- Only undertake work at height if it has been risk assessed & it is safe to do so

Transport & work related road safety

- Never drive or operate a vehicle if you are not authorised to do so or do not hold the appropriate licence
- Inform the SBO of any changes to your health, medication or driving licence that affect your ability to drive whilst on school business
- Always check the vehicle for safety prior to use
- Give yourself sufficient time for the journey to include rest breaks
- Observe the Highway Code & drive defensively
- Never carry any unauthorised passengers
- Never use a mobile phone whilst driving unless it is safe & legal to do so

Management Arrangements for Implementing Health & Safety

Introduction

The following sections outline in brief our fire & health & safety management arrangements for meeting the specific legal requirements of the School. We will work on those that are not yet fully implemented & will amend those where changes are needed to reflect changes in the law & best practice.

We require our staff who have managerial or supervisory roles to implement the fire & health & safety arrangements that are relevant to their areas of responsibility. (The headings for these arrangements are in alphabetical order rather than in any order of importance).

Asbestos

- The location of all asbestos or suspected asbestos is known
- We manage the potential risks from any asbestos or suspected asbestos by ensuring that no work is done until the asbestos record is checked
- The location of any known asbestos is identified by signage (a green oblong strip above the door in the room indicates no asbestos & red indicates that asbestos is present & the asbestos register must be consulted prior to work commencing)
- People who are likely to work on or near the location of the asbestos, are informed of its location

Computer Users

- We identify 'Users' as defined under current legislation. In general we interpret 'users' as staff who use this equipment for at least an hour or more at a time on a daily basis
- Each workstation is individually risk assessed, taking into account the computer equipment, the furniture, the working environment & the user
- Staff are informed of the assessment of their own workstation
- We advise "Users" of the opportunity for free eyesight tests & the purchase of any corrective lenses, at our expense, when they are required specifically for using our display screen equipment
- The software we use is suitable for the task

Contingency planning

- We identify potential critical incidents as part of our risk assessment process by considering what might happen on-site & off-site, who might be harmed & how, & checking our plans for managing these incidents
- Effective plans are established to mitigate the effects of an unforeseen crisis
- These plans are rehearsed periodically & refined as necessary

Contractors

- Competent contractors are appointed for the type of work required
- No planned work is commenced without the contractors risk assessment and method statement.
- Contract terms & insurances adequately protect the interests of the organisation
- Contractors Authorisation to work document is completed prior to planned work commencing on site.

COSHH – exposure to hazardous substances

- Assessments are done on the risks to health from exposure to hazardous substances
- Secure storage is provided for of hazardous substances
- Those working with hazardous substances are instructed & are competent
- Equipment provided to control exposure to hazardous substances is maintained in effective working order & inspected in accordance with statutory requirements

Drug & medicines

- Medication will only take place with the written consent of parents/guardians
- Records are kept over the use of medication & we inform parents/guardians of the medication administered.
- All staff responsible for the administration of medication are competent to do so

Educational Visits & Activities

- All trips & activities are authorised, planned & risk assessed
- Arrangements exist for obtaining informed parental consent in advance of any visit or activity
- Supervisory ratios & the competence of supervision are determined by risk assessment

Electrics

- The electrical installation & portable electrical appliances are inspected & maintained for safety
- Any unsafe electrical equipment is removed from use as soon as it is discovered
- No unauthorised electrical equipment is used within the school
- Visitors who bring mains operated electrical equipment supply their own residual current device circuit breaker or other similar electrical safety device

Events

- Events are planned, managed & risk assessed by people who are competent.
- Each event has a nominated person to act as the event safety officer who establishes the necessary fire safety & general health & safety controls.

Expectant & new mothers

- A detailed risk assessment is carried out with the member of staff who informs us that they are an expectant mother
- The precautions put into place for the expectant or new mother are suitable in the context of any medical conditions of which they have made us aware
- The risk assessment is reviewed periodically with the expectant or new mother to ensure that it takes account of any changing needs

External areas

- The outdoor space is safely accessible for staff, pupils & visitors;
- All paths, steps & any ramps are maintained in good condition & free from moss, fallen leaves & similar slip hazards;
- Adequate separation is maintained between pedestrians & vehicles where this is assessed as a significant risk
- External areas are well lit during the hours of darkness where people walk;
- External features such as trees, walls & external buildings/storage areas are checked for safety

Fire safety

- A fire risk assessment is carried out & any remedial measures identified are implemented
- The assessment is reviewed annually or when there are significant changes
- Termly fire evacuation drills are carried out
- Fire doors, fire alarms, emergency lighting, smoke detectors & fire extinguishers are checked & maintained
- Regular checks of fire escape routes are undertaken in order to ensure that they remain free of obstruction

First aid & accident reporting

- The provision of first aid assistance available is determined by risk assessment & ensures that sufficient cover is provided during teaching time, out of hours activities, functions & for educational visits
- First aid kits are checked & replenished regularly
- Accident records are kept that comply with the Data Protection Act
- Accidents are reported, investigated & documented taking into account the severity & loss potential of the incident, as well as the regulatory & insurance requirements
- RIDDOR accidents are reported via the HSE website

Food safety

- Adequate food safety procedures are implemented in line with current Food Standards Agency guidelines
- Hygiene audits are carried out at regular intervals
- Food contact surfaces are in sound condition, clean & easy to disinfect
- All kitchen equipment & machinery is robust & in a good state of repair

General building & equipment maintenance

- The buildings, their fittings & decorations are maintained in a safe condition
- Equipment is maintained & serviced to ensure it remains in a safe condition
- Statutory safety inspections are carried out on lifting equipment, gas fired appliances & fume cupboards
- Work at height is only undertaken when no other method is available & it is safe to do so following completion of a risk assessment

General premises safety

- We carry out regular premises fire & health & safety inspections
- A procedure is in place for reporting damage or deficiencies
- Any area found to be unsafe will be taken out of use until safe again
- Boiler houses, plant rooms & store rooms are secure & locked
- Services (gas, water, & electricity) isolation systems are clearly marked, & are kept free of obstruction
- Glazing throughout the premises is of a suitable safety standard or is safe by position
- Low level glass panes are protected from breakage
- All opening windows in pupil access areas above the ground floor have safety restraining catches where risk assessed as necessary

Grounds maintenance

- Motorised grounds maintenance equipment is maintained in good condition & is only used by staff who know how to use it safely
- Herbicides & pesticides in commercial quantities are only applied by trained & licensed people
- Storage of chemicals, fuel & equipment is in secure areas

Health & safety in the curriculum

- Pupils are taught about hazards & risk control as part of the School curriculum
- Lesson plans include health & safety requirements

Legionella

- A combination of temperature control, physical checks & disinfection are in place to manage the risk of legionella from our water systems;
- Any infrequently used outlets such as showers or taps are regularly cleaned & flushed through;
- Records are maintained of our control systems.

Lettings

- Fire escape routes & exits are clearly marked for the benefit of unfamiliar users of the building, particularly during the hours of darkness;
- Hirers are briefed about the location of the telephone, fire escape routes, fire alarms & fire fighting equipment. Notices regarding emergency procedures are prominently displayed;

Personal protective equipment

- Personal protective equipment is provided to each member of staff where risk assessment shows this to be necessary
- Information, instruction & training on the use & care of personal protective equipment are provided
- Sufficient supplies of personal protective equipment are kept available

Physical education equipment

- Equipment is installed & used in accordance with the suppliers' recommendations
- Equipment is checked & maintained regularly
- Recreational surfaces are to the correct safety standard for the equipment & activities for which they are used

Play equipment

- Play equipment is designed, installed & used in accordance with the suppliers requirements
- Equipment is checked & maintained regularly
- Play surfaces are to the correct safety standard for the equipment
- Supervision is provided to all play areas

Risk assessments

- Staff who undertake risk assessments are competent in terms of training and experience
- Risk assessments are undertaken to identify significant risks associated with the School buildings, activities & people

- Generic risk assessments are used wherever possible so as to ensure a consistency of approach
- The risk assessment findings are recorded, communicated & acted upon
- Risk assessments are reviewed regularly & following a significant accident, a change in the law or a change in key personnel

Safety awareness, induction & information

- Induction training is provided for new staff (including any temporary staff), & ongoing safety information, instruction & training is provided for all staff.
- The statutory Health & Safety Poster – ‘What you should know’, & the current Employer’s Liability Compulsory Insurance Certificate are displayed in staff areas
- Staff are briefed on fire & health & safety issues

Security

- Staff appointments are subject to rigorous reference & clearance checks
- Visitors are required to sign in at the school reception & are not permitted to walk around the school unless accompanied

Stress

- Our approach to stress management is guided by the Health & Safety Executive published Stress Management Standards
- All claims of ill health due to workplace stress are documented & investigated
- All members of staff are encouraged to report any stress related concerns to their line manager or to seek advice from a trusted colleague

Supervision

- Staff who supervise pupil activities are competent
- Staff who supervise break time activities are vigilant & can contact another member of staff quickly in an emergency

Teaching & office areas

- Accommodation is provided with suitable lighting, ventilation, heating & space
- Classroom layout provides staff with sufficient line of sight to safely supervise
- Any cables or other trailing leads are managed to prevent tripping hazards
- Shelving is strong & secure & suitable for the materials stored on it
- Filing cabinets are fitted with anti-tilt mechanisms or are secure to prevent them tipping over
- Steps, hop-ups or stepladders are provided to gain access to high level storage

Transport & work related road safety

- Transport provided by the school is suitable for the task, driver & passengers
- Contracted transport providers are vetted on a regular basis
- Checks are carried out on the suitability of drivers & vehicles used when driving on behalf of the school
- Minibus drivers are trained, accredited & authorised

Violence to staff

- Staff who may be exposed to challenging behaviour situations are trained in how to manage the situation
- Any counselling or post-incident assistance required by staff who have been subject to violence whilst at work will be provided by the school

Work at height

- Work at height is only undertaken when no other method is available & it is safe to do so following completion of a risk assessment
- Findings of risk assessments are communicated to those that are affected
- Suitable training & equipment is provided where work at height is unavoidable
- Where possible work at height is carried out using scaffolds or mobile elevated work platform
- All access equipment is installed by trained personnel
- Suitable exclusion zones are erected around the base of any platforms, scaffolds or ladders etc to prevent persons from walking directly under an area where work is being carried out
- All ladders & stepladders are inspected on a regular basis & a record is kept

Work equipment

- Work equipment provided is suitable & safe for the tasks intended
- Work equipment is maintained, inspected & tested as required for safety
- The use of work equipment is restricted to authorised people where specific hazards have been identified
- We provide information, instruction & training where appropriate to all staff who use work equipment
- Work equipment provided is CE marked where required

Work experience

- All work related learning is agreed in principle with the Headteacher
- All work related learning is planned & risk assessed in accordance with current guidelines
- Parental permission is obtained
- Approval of placement providers used is conditional upon on health & safety, general suitability & child protection considerations

Communication of Health & Safety Arrangements

The following actions are taken in our endeavour to communicate health & safety information to employees:

- Each employee is made aware of the significant details of the health & safety policy at induction
- Ongoing health & safety issues are discussed at staff meetings
- Specific issues are communicated via email or the intranet if required

Monitoring Health & Safety

A number of different checks are done on buildings & equipment to ensure the health & safety of our staff, pupils, & visitors. In addition we also:

- Carry out an annual self assessment audit
- Monitor fire & health & safety performance by undertaking reviews, drills & audits
- Review risk assessments
- Investigate fire & health & safety issues or hazards brought to our attention
- Keep up to date with information on fire & health & safety
- Investigate accidents & near misses
- Review fire & health & safety as part of our formal risk management process

To be read in conjunction with the following School Policies/Procedures:-

- Emergency Plan
- Fire & Emergency Evacuation Procedures
- Accident Reporting
- Medicine & First Aid Policy
- Food/Hygiene Policy

This list is not exhaustive.

Signature Head of Estates:	
Signature Headteacher :	
Date :	1 September 2023