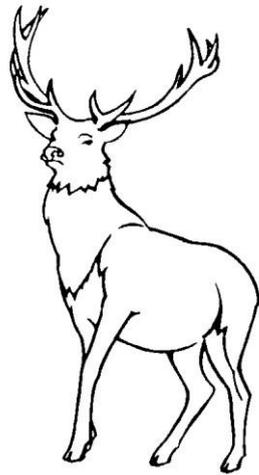


Boughton Monchelsea Primary School

Health and Safety Policy



Draft Prepared	January 2018
Date Agreed	
Signed by Head Teacher	
Signed (Chair of Governors)	
Date Policy to be Reviewed	January 2019

HEALTH AND SAFETY POLICY STATEMENT

Of

Boughton Monchelsea Primary School

STATEMENT OF INTENT

The Head Teacher and Governors are committed to establishing and implementing arrangements that will:

- ensure staff and pupils are safeguarded when on school premises, or engaged in off-site activities (e.g. school trips, sports events etc.).
- ensure the premises for which they are responsible have safe access and egress for all staff, pupils and visitors.
- provide adequate facilities and arrangements for welfare.
- provide and maintain safe plant and safe systems of work without risks to health.
- ensure safe use, handling, storage and transport of articles.
- provide suitable information, training, instruction and supervision to keep all staff, pupils and visitors safe.

ORGANISATION

Employer Responsibilities

Kent County Council as the employer has a statutory duty in respect of health and safety in community and voluntary controlled schools to ensure that premises and people are healthy and safe.

The responsibility is devolved to the Head Teacher, who has day to day responsibility for staff, pupils and others as 'officer in charge' of the premises.

The Head Teacher will ensure the overall implementation of the policy.

Head Teacher Responsibilities

The Head Teacher will:

- Ensure this policy is reviewed annually, or before if there are any changes in circumstances;
- Ensure that employee responsibilities regarding health and safety are included in his/her job description and that it is properly received and understood;
- Include health and safety issues in the school improvement plan, if necessary;
- Carry out regular health and safety inspections (at least three times a year) and take remedial action as appropriate;
- Undertake risk assessments, record significant findings, and review annually, or before if there is a change in circumstance;
- Receive and deal promptly with raised issues or complaints about unsafe premises, equipment or work practices;
- Liaise with KCC property and infrastructure support and/or the building maintenance consultants and/or with contractors to resolve property maintenance issues;
- Ensure that the requirements of any enforcement officer (e.g. HSE Inspector, Environmental Health Officer, Fire Liaison Officer, or Environmental Agency Inspector) are properly addressed;
- Ensure that emergency evacuation and lockdown procedures are in place and tested;
- Ensure that adequate first aid provision is available and kept up to date;
- Report health and safety issues to the Governing Body on a regular basis;
- Monitor and review all health and safety policies and procedures.

NB: Tasks can be delegated to other staff members but the responsibility remains with the Head Teacher.

Governors' Responsibilities

- Responsibility for the health and safety of pupils lies with the Governing Body of the school, either as the employer of school staff or because it controls school premises (or both).
- The Governing Body will promote a strategic overview for health and safety.
- The Governing Body will take all reasonable measures to ensure that the premises and equipment on site are safe and do not put the health or safety of staff, pupils or visitors at risk while they are on the premises.
- The Governing Body must comply with any directions given by the local authority concerning the health and safety of persons in school, or on school activities elsewhere.
- The Governing Body will make adequate provision for maintenance of the school premises and equipment, either within the KCC 'Classcare' scheme or within the school's delegated budget.
- The Governing Body will support and monitor health and safety within the school.
- The Governing Body will appoint a "Governing Pair" to coordinate health and safety from a strategic point of view.
- The Governing Pair have responsibility for ensuring that regard is given to health and safety concerns when carrying out property maintenance plans for major maintenance and improvement works.

Appointed Health and Safety Governor:

Mrs S Stribbling-Williams

Staff Responsibilities

Staff will:

- Must take reasonable care of their own health and safety and that of others who may be affected by what they do or fail to do.
- Will co-operate with their employer on health and safety matters.
- Will not interfere with anything provided to safeguard their health and safety or that of others.
- Have a duty to report all health and safety concerns to the Head Teacher, member of SLT or the School Business Manager

Area Education Officers (AEO)

- The AEO will take responsibility for the strategic overview of health and safety matters in schools, and report concerns to the Corporate Director of Education, Learning and Skills.
- The AEO will raise specific health and safety issues with the Health and Safety Unit.

Name of AEO: Jared Nehra

Contact No: Jared Nehra, Area Education Officer, West Kent, Commercial Buildings, Gibson Drive, Kings Hill, Kent ME19 4QG

01732 525089

school.consultations@kent.gov.uk

Property and Infrastructure Support

- The School will ensure that property matters for which the local authority as the employer has statutory responsibilities, (e.g. regular maintenance and testing of fixed electrical wiring or fixed gas appliances) are properly dealt with, (if necessary, by taking premises or fixed equipment out of use). The Head Teacher is responsible for liaising with KCC property and infrastructure support, and / or the building consultants and / or with contractors from KCC preferred contractors list, to resolve property maintenance issues.

Safety Representatives

Safety representatives of a Trade Union have the following functions:

- Represent employees when consulting them about specific matters that will affect their health, safety and welfare;
- Represent employees when Health and Safety Inspectors from HSE or Local Authorities consult them;
- Investigate accidents, near misses, and other potential hazards and dangerous occurrences in the workplace;
- Investigate complaints made by an employee they represent about their health, safety or welfare in the workplace;
- Present the findings of investigations to the Head Teacher;
- Inspect the workplace;
- With at least one other appointed representative, union reps. may request in writing that you set up a health and safety committee. They will attend Health and Safety Committee and meetings as a representative of our employees.
- The Head Teacher will facilitate the representatives' requirements and allow for sufficient time and reasonable facilities to be available.

See Section E1 below for Trade Union representatives contact details.

Consultation with Employees

It is a legal requirement to consult with employees on health and safety issues. A Safety Committee is where formal consultation with employees takes place, but individual and group staff meetings are also appropriate forums for communication on health and safety matters and concerns.

Health and Safety is a standing item on all staff meeting agendas.

Information, Instruction and Supervision

Under health and safety law it is a legal requirement to display or provide a leaflet version of the Health and Safety Law poster.

A copy of the Health and Safety Law Poster can be found:

Location of Poster: Main Office

Supervision of young workers/trainees will be arranged / undertaken/monitored by the Head Teacher or other delegated key members of staff.

The Head Teacher will supply adequate information, instruction and supervision for all staff, pupils and visitors to ensure their health and safety.

Competency for Health and Safety Tasks and Training

- Induction training will be ensured for all members of staff by the Head Teacher. Health and Safety guidance is included in the staff handbook.
- Training will be identified, arranged and monitored by the Head Teacher and the Governing Body.
- Staff are also responsible for drawing to the attention of the Head Teacher their own personal training needs.
- Training records will be easily accessible for audit purposes and will be kept up to date.

The person responsible for holding the records is the Headteacher

Monitoring

- The Head Teacher will check working conditions and ensure that safe working practices are being followed. Regular inspections will be undertaken of the school building and grounds three times a year.
- The First Aid duty member of staff is responsible for investigating accidents although the accountability lies with the Head Teacher.
- The School Business Manager is responsible for investigating work-related causes of sickness and absences, although the accountability lies with the Head Teacher.
- The Head Teacher is responsible and accountable for acting on investigation findings in order to prevent a reoccurrence.

ARRANGEMENTS

School Activities

- The Head Teacher will ensure that risk assessments are undertaken before educational visits and;
- The significant findings of all risk assessments will be reported to the Governing Body and to all relevant staff, contractors and visitors who may be affected.
- Any actions that are required to remove or control risks will be approved by the Head Teacher or their delegated responsible person.
- The Head Teacher or delegated responsible person will check that the implemented actions have removed/reduced the risks, and
- All risk assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest.
- Class teachers are responsible for ensuring windows and external doors are closed and secured at the end of the school day and the caretaker is responsible for ensuring doors, windows and gates are locked at the end of the day.

Curriculum Safety Risk Assessments:

Are stored in the school office and authorised by the Headteacher

See annex 10 for Risk Assessment Register for Schools.

Visitors

- All visitors shall be directed by clear signage to the reception and must report to the school office, where appropriate arrangements for the signing in and out and identity badges will be provided.
- All visitors shall be made aware of the school's fire arrangements in the event of a fire.
- All visitors shall be made aware of the school's emergency procedures.
- Parents / carers bringing a child to school late or collecting a child before the end of the school day are required to report to the school office so that registers can be amended.

Intruders and Troublesome Adults

If an unauthorised person or troublesome adult is in the building or its grounds class teachers must ensure that all pupils are kept secure in classrooms.

The Head Teacher must be informed and appropriate action taken to remove the offender. The Head Teacher may recommend the Governing Body consider banning troublesome adults under their power under Section 547 of the Education Act 1996.

Fire and Emergency Procedures

Class registers are completed electronically at the beginning of the morning and afternoon sessions and are sent immediately to the school office so that they are available to account for any missing pupils in the

event of fire or other emergency. The Head Teacher will be informed and searches will be initiated immediately if a pupil is identified as missing at registration or muster assembly.

The Head Teacher is responsible for ensuring the fire risk assessment is undertaken, controls are implemented and that it is reviewed annually. A copy of the Fire Evacuation Procedure is located in all classrooms, the hall and selected notice boards around the school. (See Fire Safety Policy)

The alarm is an alternating siren. Normally staff and pupils are not given advance warning of a fire drill.

The fire alarms are tested on a weekly basis by the School Business Manager / caretaker. All emergency lighting, fire extinguishers, fire alarms and fire doors are checked and maintained by a qualified person at least annually. The results of all tests, checks and maintenance are recorded in a log book held in the School Office and will be subject to regular inspection by the Head Teacher.

All hazardous chemicals and flammable substances are stored securely in the Caretaker's room or lockable cupboards and appropriate housekeeping standards will be maintained to reduce the risk of fire.

Although adequate fire extinguishers are located throughout the school staff must ensure their priority is to evacuate all pupils safely. Untrained members of staff should not use firefighting equipment unless their escape route is blocked by fire.

- Emergency exits, assembly points and assembly point instructions are clearly identified by safety signs and notices.
- Instructions to employees are posted in all room
- Emergency evacuation will be practised three times a year and a record will be kept in the school office
- Kent Fire and Rescue will be contacted by the office staff.
- Regular testing of fire alarms will occur on: **Tuesdays**
- The fire log book will be kept in the school office by the office staff.

Fire Fighting

Staff should only use fire extinguishers if trained in how to operate them safely. If trained, they should only use the extinguisher if confident to do so and not put themselves or others at undue risk. There should always be a clear escape available. Ensure the alarm is raised BEFORE attempting to tackle a fire.

All chemicals will be stored in accordance to the Control of Substances Hazardous to Health (COSHH) assessment. List of hazardous substances will be provided to fire officer in the event of a fire.

Name of Responsible Person for Fire Safety: <u>HEAD TEACHER</u>
--

Maintenance of Fire Precautions

The Head Teacher will ensure regular maintenance of:

1. Fire extinguishers
2. Fire alarms
3. Fire doors
4. Fire safety signs and identification of escape routes
5. Emergency lighting and other emergency equipment

Bomb Alerts

Bomb alerts will be dealt with in accordance with the school's emergency planning arrangements.

- The Head Teacher is responsible for ensuring the bomb alert procedures are undertaken and implemented.
- Guidance on bombs/suspicious devices or packages will be circulated to staff annually.

Other Emergency Procedures

In the event of any emergency situation the school will make every effort to contact parents/carers and inform them of the situation and required action. In the event of impending school closure for any urgent reason (e.g. severe weather, flooding, lack of heating in winter, infectious diseases, etc) the school will send text messages; place a message on the school and KCC Closure websites and may also use local radio to inform parents/carers.

Medical care and First Aid

The Head Teacher will ensure that there are an appropriate number of designated and trained first aiders in the school. A list of first aiders and contact details can be found in the School Office and Medical Room.

If a child is unwell or injured at school, every effort will be made to contact the parents/carers. It is, therefore, very important that up-to-date home, work or other contact telephone numbers are provided to, and maintained by, the school. Until contact has been made with the parent/carer the school will take whatever action is considered necessary in the interests of the child. If hospitalisation is necessary an ambulance will be summoned (except for minor injuries) and in the absence of a parent/carer a member of staff must accompany the child to hospital. Every parent/carer is required to sign a consent form, which will be held by the school, in case of emergency anaesthetic being required. The school will always inform parents/carers, on a standard form explaining the symptoms of concussion, if their child suffers a knock to the head, even if there are no apparent physical symptoms.

First aid boxes as required by the Health and Safety (First Aid) Regulation 1981 are located in all every room, with main boxes in the Medical Room. The contents of the first aid boxes are replenished after each use and are subject to a monthly check by two of the school's qualified first-aiders. Other members of staff hold certificates in first aid. Many other staff, including midday supervisors, teachers assistants (TAs) have attended shortened first aid courses provided by the school.

Disposable plastic gloves are provided and all staff are required to wear these when treating pupils or dealing with any blood spillages, vomit or other bodily fluids

Accident Reporting and Recording

Minor accidents to pupils [including those resulting from collisions, slips and falls] are recorded in accident books located in the Medical Room. The accident form HS157 should only be used for a pupil when a significant accident occurs (see Appendix B). The accident books are inspected by the Head Teacher every month and relevant information included in the report made to the school Governors.

All accidents and near misses to employees must be notified to the Head Teacher or the Deputy Head and recorded on *Form HS157* located in the accident file in the school office. The Head Teacher will investigate the circumstances and ensure any appropriate action is taken to prevent a recurrence.

Accidents will be reported to the LEA using forms HS157 or HS160 as required under the *KCC Framework for Health and Safety* document. Serious accidents will be reported to the Health and Safety executive as required by the *Reporting of Injuries, Diseases and Dangerous Occurrences Regulations, 1995*.

HSE Contact Details:

Incident Contact Centre:

Call the Incident Contact Centre on 0845 300 9923 (opening hours Monday to Friday 8.30 am to 5 pm).

www.hse.gov.uk

Parents will be invited to complete the consent form for medical treatment in accordance with school policy and DFE guidance.

Information Technology

- The Head Teacher will ensure that suitable arrangements are in place for the use of information Technology.
- Information Technology will be installed safely, with due consideration given to ventilation for server rooms and computer suites and to hazards such as asbestos and working at height.
- Where laptops are used, safe systems of work including charging and use of trolleys will be devised.
- Assessments for users of Display Screen Equipment (DSE) will be carried out in accordance with the Health and Safety (DSE) Regulations 1992 (as amended in 2002).
- The KCC guidance on interactive whiteboards will be followed.

Legal Requirements for Premises

- The school will comply with the requirements of the Workplace (Health, Safety and Welfare) Regulations 1992 with regard to facilities for staff such as lighting, heating, ventilation, space, condition of floors and general welfare facilities.
- The school will comply with the arrangements of the Education (School Premises) Regulations 1999 with regard to school facilities such as washrooms for pupils and staff, medical accommodation and indoor temperatures.

Safe Handling and Use of Substances

- The Head Teacher is responsible for identifying all substances which need an assessment under the Control of Substances Hazardous to Health (COSHH) Regulations 2002.
- The Head Teacher or delegated responsible person will be responsible for undertaking COSHH assessments.
- The Head Teacher will be responsible for ensuring that all relevant employees are informed about the COSHH assessments. *See annex 5*
- The Head Teacher will be responsible for checking that all new substances can be used safely before they are purchased.
- COSHH assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest.

Inspection of Premises, Plant and Equipment

- The Head Teacher will arrange for formal inspections of the premises, plant and equipment to take place three times a year and draw up an effective maintenance programme. *See annex 6*
- All identified maintenance will be implemented.
- Routine checks may be undertaken by a combination of class teachers, Governors, caretaking staff and the Head Teacher/deputy head using the checklists. *See annex 6.*
- Access to store rooms; boiler rooms; tank and plant rooms should also be checked, including checking for inappropriate storage of ladders and other equipment.
- Where damaged asbestos is encountered or suspected, procedures, as laid down in the KCC Asbestos policy, will be followed.

Asbestos Management

Property and Infrastructure Support will arrange for a management asbestos survey to be carried out every three years in line with KCC policy. The Head Teacher will ensure that the KCC asbestos management policy is followed. An asbestos docubox will be kept on reception and staff will ask all contractors to check the survey and sign to say that they are aware of where the asbestos is within the building. The Head Teacher or the delegated responsible person will monitor areas where asbestos material is present, record significant findings and arrange for remedial works to be carried out if necessary. All works undertaken will be updated in the asbestos survey on completion.

Legionella Management

Property and Infrastructure Support will arrange for a water hygiene risk assessment to be carried out every two years in line with statutory requirements. Assessments identify if there are areas where conditions are such that legionella bacteria could grow; list any required works; and include details of future monitoring requirements that the school is responsible for. Therefore all identified remedial works will be incorporated into the school's maintenance programme.

Monitoring of the water system is also a statutory requirement and the school will ensure this is undertaken. This will include taking temperature readings, recording these in the log book and de-scaling spray outlets.

To support this programme legionella awareness training sessions are provided by KCC three times a year. The school's nominated representative will attend a training session to gain a good understanding of the key issues surrounding legionella and detailed monitoring requirements.

Property and Infrastructure Contract Manager: See Useful Contacts

ON-LINE ANNEXES AND REFERENCES

Annex 1: Emergency Planning Guidelines for Kent Schools (Assistance with this document can be found on Kelsi) <http://www.kelsi.org.uk/running-a-school/maintenance-and-operations/emergency-planning>

Annex 2: Guidance on First Aid for Schools – A Good Practice Guide Managing Medicines in Schools and Early Years Settings

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/risk-assessment>

Annex 3: Incident/Accident Reporting

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/accident-reporting>

Annex 4: COSHH Risk Assessments on Kelsi

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/chemicals-coshh>

Annex 5: Inspection Proforma on Kelsi

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/management-of-health-safety>

Annex 6: Fire Policy and other linked Documents

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/fire>

Annex 7: Heating Oil Storage and Management Checklist <http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/risk-assessment>

Annex 8: Asbestos Policy and Docubox Contents <http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/premises-and-contractor-management>

Annex 9: List of Hazardous Substances on the Premises <http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/chemicals-coshh>

Annex 10: Health and Safety of Pupils on Educational Visits

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/curriculum-topics>

USEFUL CONTACTS

KCC Health and Safety Unit

Health and Safety Advice Line: **Tel:** 03000 418456 **Fax:** 03000 420330 **Location:**
Room 3.32 Sessions House, Maidstone, ME14 1XQ

Outdoor Education Unit

Tel: 03000 413971 Email: outdoor.education@kent.gov.uk

Location: The Swattenden Outdoor Centre, Swattenden Lane, Cranbrook, TN17 3PS

Client Services – Caretaking, Cleaners and Waste Management Janet Stein – Client Service Manager.

Tel: 03000 416050, Email: janet.stein@kent.gov.uk

Location: Room m2.33, Sessions House, Maidstone, ME14 1XQ

Insurance and Risk Management

Darryl Mattingly - Insurance and Risk Manager.

Tel: 03000 416440, Email: darryl.mattingly@kent.gov.uk

Location: Room 2.53 Sessions House. Maidstone. ME14 1XQ

Staff Care Services

Occupational Health, Mediation Services, and Support Line. **Tel:** 03000 411411 Email: occupational.health@kent.gov.uk Location: Park House, 110-112 Mill Street, East Malling, ME19 6BU

Classcare

Email: classcare.enquiries@kent.gov.uk Website: www.kent.gov.uk/property Location: Room 1.44, Sessions House, County Hall, Maidstone, Kent, ME14 1XQ

Property and Infrastructure Support – **Delete if not applicable*

Bill Ogden	Operational Services Manager	Tel: 03000 416526
Lynn Keeley	Maintenance / Statutory Team Manager	Tel: 07786 191664
*Mark Carnt	Building Contracts Manager (East Kent)	Tel: 07920 538423
*Roger Aldridge	Building Contracts Manager (Mid Kent)	Tel: 07825 506627
*Steve Mercer	Building Contracts Manager (West Kent)	Tel: 07827 970565
Steve Hamilton	Statutory Services Manager (asbestos/legionella)	Tel: 07920 548911

KCC Property Service Desk.

Tel: 24 hours, 7 days per week: 03000 417878

Location: Contact Centre, Invicta House, County Hall, Maidstone, Kent, ME14 1XX

Health and Safety Executive

Enforcement of Health and Safety Legislation.

Tel: 0845 345 0055 online reporting <https://extranet.hse.gov.uk/lfservlet/external/F2508IE>

Location: Local office: International House, Dover Place, Ashford, TN24 1HU

County Fire & Rescue Service

Barry Healey, Station Manager – School Premises.

Tel: 01622 692121 Ext.7621

Location: Tunbridge Wells Fire Station, Grove Hill Road, Tunbridge Wells. TN1 1SD.

RIDDOR Incident Contact Centre

The reporting service for work-related health and safety, RIDDOR incidents to the HSE.
Website: www.riddor.gov.uk. E-mail: riddor@connaught.plc.uk .

Employment Medical Advisory Service (EMAS)

The Executive's Employment Medical Advisory Service (EMAS).

Tel: 02089 958503

Location: PO Box 3087, London W4 4ZP

CLEAPSS (The Consortium of Local Authorities for the Provision of Science

Services Schools and colleges may obtain advice on science safety matters from the school science service as Kent is a member of this organisation until April 2012.

Safe Practice in Physical Education and School Sport

Association for Physical Education.

Tel: 0118 378 6240, email: enquiries@afpe.org.uk Website: www.afpa.org.uk

Location: Room 117, Bredon, University of Worcester, Henwick Grove, Worcester. WR2 6AJ

Sustainability & Climate Change Team

Deborah Kapaj – Sustainable Estates Programme Manager

Tel: 18002 03000 420019

Location: 2nd Floor, Invicta House, County Hall, Maidstone. ME14 1XX

Trade Union Representatives

John Walder	NUT	Sturry Academy
Christine Dickenson	NUT	Brook Education Centre
Sandra Silvester	NUT	Norton Knatchbull
School Fred Blunt	NUT	Weald of Kent
Trevor Davies	NASUWT	Bennett Memorial School
Mark Dickinson	NASUWT	Maidstone Grammar School for Girls
Colin Mills	NASUWT	Dane Court Grammar School, Broadstairs
John Paul	ATL	Barming Primary School
Julie Huckstep	ATL	Hartsdown Technology School
Carol Arthur	UNISON	St Lawrence in Thanet CEJ School
George Hold	UNISON	St Lawrence in Thanet CEJ School