



# Health, Safety & Wellbeing Policy

Signature:..... Name:..... Date:.....  
Chair of Governors

Signature:..... Name:..... Date:.....  
Executive Headteacher

Amended March 2014  
Amended February 2015  
Reviewed and Amended February 2016  
Reviewed and Amended February 2017

# Model Framework for a School Health, Safety & Wellbeing Policy

Schools are required to have a Health, Safety and Wellbeing Policy in place. It is recommended that the School's Health, Safety and Wellbeing Policy should be developed by the Governing Body in conjunction with the Headteacher and members of the School Leadership team.

The organisation and arrangements which support the Health, safety & Wellbeing Policy (day to day management of Health & Safety) are the responsibility of the Headteacher and the Senior Leadership Team (supported by the Governing Body).

The policy has 4 parts;

**Part 1** - The Health and Safety Policy Statement

**Part 2** - Information on organising for health and safety and the responsibilities of key people within the school.

**Part 3** - The detailed arrangements & procedures in place for Health, Safety and Wellbeing.

**Part 4** - Key Performance Indicators which should be collated to ensure that health and safety performance is monitored.

The School's Health, Safety and Wellbeing Policy should make reference to, and be complemented by, the County Council Policy on Health Safety and Wellbeing which can be found on the Staffordshire Learning net (SLN) at;

<http://education.staffordshire.gov.uk/School-Admin/HealthSafetyWellbeing/Health-and-Safety/Policy/Policy.aspx>

For schools where the council is not the employer reference should be made to their employers Health, Safety and Wellbeing Policy. Information may be available to such schools from the diocese, trust or sponsor etc.

# Health, Safety & Wellbeing Policy Statement

## Wightwick Hall School

1. This policy statement complements (and should be read in conjunction with) the Staffordshire County Council Health, Safety and Wellbeing Policy, it records the school's local organisation and arrangements for implementing the County Policy.
2. The requirement to provide a safe and healthy working environment for all employees is acknowledged and the Governing Body and those in control of the school recognise and take responsibility for compliance with the statutory duties under the Health and Safety at Work etc Act 1974.
3. In compliance with the Health and Safety at Work etc. Act, this schools Governing Body will ensure so far as is reasonably practicable that:
  - all places and premises where staff and pupils are required to work and engage in school activities are maintained in a condition which is safe and without risk to health. (This includes the health and safety of persons on school premises or taking part in school activities elsewhere.)
  - all plant and equipment is safe to use and that arrangements exist for the safe use, handling and storage of articles and substances at work.
  - appropriate safe systems of work exist and are maintained.
  - sufficient information, instruction, training and supervision is available and provided to ensure that staff and pupils can avoid hazards and contribute in a positive manner towards their own health and safety and others.
  - a healthy working environment is maintained including adequate Wellbeing facilities.
4. In addition to the above the school will ensure that so far as is reasonably practicable that the health and safety of non employees is not adversely affected by its' activities.
5. Employee involvement is an important part of managing safely, and consultation on health and safety with employees and employee representatives forms part of this policy.
6. This policy statement and the accompanying organisational arrangements supersede any previously issued.

<p><i>Chair of Governors :</i> <b>Mr G. Peebles</b></p>
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<p><i>Headteacher :</i> <b>Mr P Elliott</b></p>
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## Part 2

### Health, Safety and Wellbeing Policy - Organisation and Responsibility

Overall responsibility for health and safety in schools rests with the employer. Who the employer is, depends upon the type of school.

Type of School	Who is the Employer?	Comments
Community Schools Community Special Schools Voluntary Controlled (VC) Schools Maintained Nursery Schools Pupil Referral Units	<b>The County Council.</b>	Governors of schools in this category have an obligation to ensure that the County Council Health, Safety and Wellbeing Policy/Management Arrangements are implemented.
Foundation Schools Foundation Special Schools Voluntary Aided (VA) Schools	<b>The Governing Body.</b>	The employer must ensure that suitable policies and health and safety management arrangements are developed and implemented.
Academy	<b>The Governing Body/Board/Sponsor</b>	The employer must ensure that suitable policies and health and safety management arrangements are developed and implemented.

Regardless of anything stated above, all school governing bodies have health and safety responsibility as the **occupier** of the premises.

Headteachers must make arrangements for ensuring the implementation of the health and safety policies of their employer and/or any Governing Body arrangements arising out of their health and safety responsibilities.

#### **Organisation and Responsibilities for Health, Safety and Wellbeing**

Duties and responsibilities for health and safety have been assigned to Staff and Governors based upon the following roles outlined in the County Council's Health, Safety and Wellbeing Policy

<b>Policy-makers</b>	Devise and produce policy on health, safety and wellbeing at a strategic level. Preserve, develop, promote and maintain the School's and the Council's health and safety management system. Ensure that health and safety matters are taken into account when organisational decisions are made.
<b>Planners</b>	Develop the local plans to achieve corporate/school health & safety objectives. Develop management arrangements for the identification of

	hazards and control of risks within their area
<b>Implementers</b>	Ensure that workplace precautions and safe systems of work are developed in order to identify hazards and control risks. Ensure all the systems are working effectively
<b>Assisters</b>	Have the authority, independence and competence to advise Directors, Managers and Employees (or their representatives). They may also be technical or specialist employees who have achieved a certain level of health and safety competency within their specialised field
<b>Employees</b>	Irrespective of their position within the County Councils structure, everyone is regarded as an employee and therefore the employee duties within the H&S Policy apply to them.

**Who are the Policy-makers, Planners, Implementers, Assisters and Employees in schools?**

	Policy-makers	Planners	Implementers	Assisters	Employees
School Governors					
Headteacher					
School Leadership Team					
Deputy/Assistant Headteacher					
Health and Safety Coordinator					
Heads of Dept					
Teachers					
Managers					
Premises Managers					
Teaching and Classroom Assistants					
Learning Support Staff					
Admin Staff					
Site Supervisor or					

<b>Caretaker</b>					
<b>Council Health and Safety Forum</b>					
<b>Health, Safety and Wellbeing Advisors and Occupational Health Professionals</b>					
<b>Other Assisters</b> Council Strategic Property Officers Insurance services <b>Entrust</b> Asbestos Management Team Property Services HR					<b>Excluding Entrust Assisters</b>

**The responsibilities of Policy Makers, Planners, Implementers, Assisters and Employees within the Policy**

<b>Policy-makers</b>	
<b>School Governors</b> <b>Headteacher</b> <i>CC H&amp;S Policy Group</i> <i>H&amp;S Advisers</i>	Devise and produce policy on health, safety and Wellbeing at a strategic level. Preserve, develop, promote and maintain the School's and the Council's health and safety management system. Ensure that health and safety matters are taken into account when organisational decisions are made.

The Policy makers;

- Will be familiar with the overall responsibilities laid down for **Policy Makers** in the County Council Health, Safety and Wellbeing Policy.
- Must ensure that the school has a structure in place to manage health and safety which includes; planning, implementation of these plans, monitoring, and reviewing and

auditing. This must be integrated into general day to day management.

- Will ensure that plans for continuous improvement in health and safety management are developed and reviewed regularly.
- Must ensure that all school activities are organised and have sufficient arrangements and resources; to ensure that health and safety can be managed effectively.

As Policy Makers the Governing Body;

- Must ensure that those who have been assigned specific responsibilities in school for H&S have been identified, this has been communicated, and adequate training or instruction has been given.
- Must ensure that sufficient competent persons are in place to advise the school on H&S issues.
- Will set H&S targets (with Planners) to improve H&S performance.
- Is required to monitor that the H&S targets are being met and the school is meeting health and safety obligations by checking that policies and procedures are implemented in accordance with requirements, and by reviewing Key Performance Indicators (KPI) of health and safety performance on a regular basis.
  - *Some annual KPIs are required by the County Council, the GB can also identify other indicators they wish to monitor.*
  - *The H&S Coordinator may be delegated the responsibility to collate these KPI's on the Headteachers' behalf (see **Assisters** below)*
- Seek advice from and receive reports from the County Council Health, safety & Wellbeing Service and their School H&S Coordinator as appropriate and take actions as necessary.
- Ensure that the auditing of H&S takes place and that action plans are developed as a result of audit.
- The GB will ensure that all their decisions reflect the commitment of this policy and promote a positive culture towards health, safety and wellbeing issues.
- The GB will inform the Commissioner for Education and Wellbeing/Diocese/Trust/Sponsor of any issue which has significant health and safety implications which cannot be resolved satisfactorily without their support and involvement.

<b>Planners</b>	
<b>Headteacher</b> <b>Members of the School Leadership Team</b> <i>School Governors</i> <i>Deputy/Assistant Headteacher</i> <i>Health and Safety Coordinator</i> <i>Heads of Dept</i> <i>Managers</i> <i>Premises Manager</i>	Develop the local plans to achieve corporate/school health & safety objectives. Develop management arrangements for the identification of hazards and control of risks within their area

The Planners will;

- Be familiar with the overall responsibilities laid down for **Planners** in the County Council Health, Safety and Wellbeing Policy.
- Take overall responsibility for the day to day health and safety management of the school and school activities taking place outside school premises.
- Determine the resources and arrangements needed to manage health and safety effectively as part of the school planning process.
- Delegate duties to other members of staff any or all of the duties associated with the management of health and safety. *(It is clearly understood by everyone concerned that the delegation of certain duties will not relieve the Headteacher from the overall day to day responsibilities for health and safety within the establishment.)*
- As part of their management of health and safety;
  - appoint a Premises Manager (see **Implementers** below)
  - identify a member of staff who can act as a Health and Safety Coordinator (see **Assisters** below)
- Ensure that these staff receive appropriate H&S training.
- Ensure that all staff within the school are aware of their responsibilities with regard to Health and Safety issues. Where staff have specific duties in health and safety matters (e.g. First Aid/Fire Marshal), this should be identified clearly to everyone in the premises.
- Keep up to date with changes or updates in health and safety management by using the County Council or other resources and communications.
- Ensure that suitable and sufficient training, instruction and information is provided when required
- Set health and safety objectives as part of the school planning process.
- Include health and safety in staff objectives where appropriate and assess their performance against these objectives regularly.
- Advise Governors of the resources and arrangements needed to manage health and safety effectively as part of the school planning process.
- Communicate any health and safety actions outlined in the school planning process to relevant staff and governors.
- Develop management arrangements for the identification of hazards and control of risks (risk assessments), ensure these take place and that results are communicated to staff.
- Develop local policies and procedures as necessary for health and safety and ensure they reflect the overall CC Policy.
- Seek help from the CC H&S Adviser or other specialist to ensure that H&S Policy can be implemented effectively and advise the GB and/or the County Council (as necessary) where issues arise which cannot be managed at a local level, need additional resources or require external support.
- Ensure that an annual **Health and Safety Evaluation Checklist** (inspection) of the premises is carried out, in line with the County Council Audit arrangements. (This duty may be delegated to other members of school staff)



- Ensure that an annual **Health, Safety and Wellbeing Self Audit** of the management of H&S is carried out, in line with the County Council Audit arrangements. (This duty may be shared with other staff such as SLT)
- Draw up any Action Plans required from the results of Health and Safety Evaluation Checklist and Annual Self Audit and monitor these regularly.
- Take part in and cooperate with any **Health and Safety Audit** which may be carried out by the Council's Health, Safety and Wellbeing Service
- Advise the GB and others of the results of any H&S monitoring (including KPI information) which takes place and of any actions required as a result of this.
- Consult with staff as necessary on matters of health and safety which may affect them at work.

### Health and Safety Committee

The school may choose to establish a Health and Safety Committee which should meet regularly to consider health and safety planning and organisation, the implementation of policies and to review and monitor performance. Where Health and safety is integrated into the strategic planning meetings of the school a separate meeting may not be required. It is recommended that H&S is a regular agenda item in these meetings. An annual report to the Governing Body outlining achievements against the H&S plan and annual KPI's should be considered by Planners and Implementers, the school's Health and Safety Coordinator may be responsible for collating this information (see **Assisters**) for their consideration. As a minimum, the report will contain a summary of accident and ill health statistics for the current year and will suggest health and safety targets and priorities for the forthcoming year.

<b>Implementers</b>	
<i>Headteacher (also Policy maker, Planner)</i> <i>School Leadership Team (also planners)</i> <i>Heads of Department (who may also be planners)</i> <i>Teaching Staff [Including supply teachers]</i> <i>Managers</i> <i>Premises Managers</i> <i>Teaching Assistants</i> <i>Learning Support Staff</i> <i>Admin Staff</i> <i>Site Supervisor/Caretaker</i>	Ensure that workplace precautions and safe systems of work are developed in order to identify hazards and control risks. Ensure all the systems are working effectively

The Implementers will;

- Maintain an understanding of the Health and Safety Policies of the County Council and those developed within school
- Demonstrate commitment to the management of health and safety by:

- Setting a good example to others
- Promoting good practice
- Identifying H&S problems and rectifying them if possible
- Challenging poor H&S performance or attitudes
- Communicating regularly about H&S
- Be responsible for and take the lead on implementation of health and safety policies and any arrangements which have been developed by the Policy makers and Planners.
- Understand and own the plans in place for H&S as part of the overall school planning process monitor progress in these areas and advise planners of the results or any deficiencies.
- Ensure that any personal targets set by Planners are achieved, feedback any issues identified in this process.
- Ensure that individuals have health and safety objectives as part of their annual review process (these may reflect the overall H&S plans)
- Encourage participation in H&S and ensure that communication about H&S issues takes place.
- Assess new and existing work activities for hazards, ensuring that risk assessments are in place, control measures implemented (safe methods of work/Personal Protective Equipment etc) and the results of risk assessments communicated.
- Ensure that, where responsibilities for health and safety have been delegated to staff members, these roles are properly assigned and understood by employees in their teams/areas.
- Ensure that staff in these roles have received appropriate training.
- Ensure that there is sufficient information, instruction and training and resources available for staff in order for them to do their job
- Consult with staff as necessary on matters of health and safety which may affect them at work and receive health and safety reports from Health and Safety Representatives, responding as necessary.
- Supervise work adequately to ensure that good health and safety standards are maintained.
- Ensure that adequate monitoring of H&S takes place e.g. by taking part in Premises H&S Evaluations and carrying out own inspection of work areas.
- Carry out any reactive monitoring required such as investigation of accidents, near misses and occupational illness and ensure the information gained is used to improve H&S in the future.
- Avoid allocating "blame" to individuals who report accidents, illness or near misses, and ensure that all reports of this nature are managed effectively.
- Monitor H&S standards at the local level by retaining statistics to identify patterns and trends in events.
- Seek advice from the CC H&S Adviser or other specialist as required.
- Make use of other resources provided by the County Council to promote H&S at work (e.g. intranet/Newsletters)
- *In addition to the above, Teaching staff are responsible for the health and safety of all pupils under their control whilst involved in organised work activities both on site*

*e.g. classrooms, laboratories, workshops etc., and off site e.g. school trips.*

### **Premises Managers**

**In addition to the responsibilities above Premises Managers have specific duties laid down in the County Council Health, Safety and Wellbeing policy. These are reproduced here;**

1. To maintain an understanding of County Council health and safety policy arrangements and the premise manager responsibilities detailed within them, and an awareness of relevant premise related health and safety legislation, issues and procedures and operating within these requirements;
2. To control contractors working on the premises, and ensure that hazard information has been exchanged and suitable risk control measures implemented;
3. Ensuring adequate security arrangements are maintained;
4. Ensuring the general cleanliness of the premises and that adequate Wellbeing facilities are provided;
5. Arranging for regular inspection of the areas of the premises for which they are responsible to monitor that workplace health and safety standards are in effective working order and that a safe means of access and egress is maintained;
6. Ensuring that adequate fire safety arrangements and emergency procedures are implemented and maintained;
7. Ensuring that plant and equipment is adequately maintained;
8. Arranging for the regular testing and maintenance of electrical equipment;
9. Maintaining records of plant and equipment maintenance, tests, fire evacuation drills, fire officer inspections and fire extinguisher maintenance;
10. Ensuring adequate first aid requirements for the premises are formally assessed and adequate provision is made;
11. Ensuring that all premise related hazards are adequately identified, assessed and suitable and sufficient control measures implemented and monitored;
12. Undertaking thorough investigation of all premise related accidents/incidents. Ensure the availability of an accident book at each premise ;
13. Ensuring the adequate provision of health and safety notices and warning signs are prominently displayed and comply with the Health and Safety (Safety Signs and Signals) Regulations;
14. Ensuring that a copy of the Health and Safety Law Poster is displayed in an accessible location and the information on the poster kept up to date;
15. Maintaining a health and safety file on the premises in relation to any construction work covered by the Construction (Design and Maintenance) Regulations and make this available to contractors upon requests;
16. Ensuring that adequate systems are in place for the management of asbestos and control of legionella and excessive water temperatures;
17. To respond promptly to 'D1 Notifications' that is notification of a defect that could affect the health and safety of building occupants/visitors, informed to them by County Strategic/Entrust Property Services as a result of a maintenance contract visit.

<b>Assisters</b>	
<i>Health and Safety Coordinators</i> <i>Health and Safety Advisors</i> <i>Occupational Health Professionals</i> <i>Specialist Technical Staff</i>	Have the authority, independence and competence to advise Directors, Managers and Employees (or their representatives). They may also be technical or specialist employees who have achieved a certain level of health and safety competency within their specialised field

Assisters act in a supportive role to managers and may use their authority, independence and competence to advise when required to do so

The Health and Safety Coordinator;

- Is familiar with the responsibilities of Assisters laid down in the County Council Health, Safety and Wellbeing Policy.
- Has the core duty to ensure that there is a system established for the management of health and safety - this planning and organisation must take place with the Planner(s) and Policy makers as necessary.
- Will keep up to date with Health and Safety issues and changes by making use of resources provided by the County Council to promote H&S at work (e.g. intranet/Newsletters)
- May take on certain functions such as communication, collation of statistics, coordination of H&S Evaluation/Audits as directed, but the overall responsibility rests with the Head of Establishment.
- May collate and produce an **annual report on Health and Safety performance including essential KPIs** (see Part 4) for Governing Bodies to view as part of their monitoring process. A template is available for this on the SLN at
- <http://education.staffordshire.gov.uk/School-Admin/HealthSafetyWellbeing/Health-and-Safety/Key-Documents/Key-Health-and-Safety-Documents.aspx>

<b>Employees</b>
Irrespective of their position within the County Councils structure, everyone is regarded as an employee and therefore the employee duties within the H&S Policy apply to them.

### **Employees [including temporary & volunteers]**

**Employees** - Irrespective of their position within the County Councils structure, All staff are employees and therefore all the employee responsibilities within the County Council Health, Safety and Wellbeing Policy apply to everyone. All employees in the establishment are aware of the responsibilities of Employees laid down in the County Council Health, Safety and Wellbeing Policy.

All employees have general health and safety responsibilities both under criminal and civil

law. Staff must be aware that they are obliged to take care of their own safety and health whilst at work along with that of others who may be affected by their actions.

Employees must also co-operate with the governing body and senior management of the school so that they may fulfil any legal requirements placed on them as employers and/or persons in control of premises.

### **Pupils/students [This section should be drawn to attention of all pupils]**

All pupils must be encouraged to follow all safe working practices and observe all school safety rules.

All pupils will:

- follow all instructions issued by any member of staff in the case of an emergency;
- ensure that they do not intentionally or recklessly interfere with equipment provided for safety purposes e.g. fire extinguishers etc.
- inform any member of staff of any situation which may affect their safety.

### **Staff Safety Representatives**

Health and safety at work law provides for the appointment of trade union appointed safety representatives from amongst the employees. Where the governing body is notified in writing of such an appointment, the safety representative shall have the following functions:

- to investigate potential hazards and to examine the causes of accidents in the workplace;
- to investigate complaints by any employee he represents relating to that employees health and safety or Wellbeing at work;
- to make representations to the Headteacher via the Deputy Headteacher on general matters affecting the health, safety and Wellbeing of employees;
- to carry out workplace health, safety and Wellbeing inspections;
- to attend any safety committee meetings;
- to co-operate with employers in promoting health and safety at work.

None of the above functions given to a safety representative impose any legal duty or liability whatsoever on that person. A safety representative is in no way obliged to carry out any or all of the above functions.

## **Part 3**

### **Arrangements & Procedures for Health, Safety and Wellbeing Wightwick Hall School**

The following procedures and arrangements have been established within our school to eliminate or reduce health and safety risks to an acceptable level and to comply with minimum legal requirements:

1. **Accident Reporting, Recording & Investigation**  
All accidents are reported to the Head of School. Staff complete an accident form. The accident book kept in the office, if a major injury occurs; it is reported to H&S department on an Accident Investigation form.
2. **Asbestos**  
The Site Supervisor is responsible for the Asbestos Record System Manual, location of manual, arrangements to ensure contractors and others such as site supervisors etc. have sight of the manual prior to starting any work on the premises.
3. **Contractors**  
When any major (structural alterations) work needs to be undertaken the building Inspector (Staffordshire) is consulted for advise re contractors and he/she is the contact person.
4. **Curriculum Safety** [including out of school learning activity/study support]  
Staff undertake Risk Assessments for all activities in and out of school to include areas of the school; PE and Educational Visits.
5. **Drugs & Medications**  
Parents must complete the appropriate paperwork, medication must be in correct containers with pupil's name on and it must be signed in and out of school. Drugs and medicines are kept in a locked medical cupboard within the locked medical room. Medicines are administered and recorded by two qualified first aid trained staff.
6. **Electrical Equipment** [fixed & portable]  
All portable electrical equipment is tested every two years by one of the contractors on the County Council approved list. All fixed electrical equipment is tested every five years. (this is currently under review in line with the guidance)
7. **Fire Precautions & Procedures [and other emergencies incl. bomb threats]**  
Fire Alarms are tested regularly by the Site Supervisor who keeps a record. Drills for evacuating the building are also carried out. Fire alarms and emergency exit alarms are tested regularly by County Council approved contractors.  
Wightwick Hall's Business Continuity Plans is located on the school's website.
8. **Fire Risk Assessment**  
This is carried out by the site supervisor and the head teacher and is reviewed annually.
9. **First Aid**

At Wightwick Hall; Mrs P.Bruce, Mr D. L. Thomas, Mr D Mason and Mrs E. Griffiths are First Aid trained. Mrs Bruce is responsible for maintaining the first aid boxes. The school secretary telephones for an ambulance if required. A first aider will accompany a student to the hospital and wait for their parents/carers to arrive.

**10. Glass & Glazing**

All glass in doors and side panels is safety glass, all replacement glass to be of safety standard.

**11. Hazardous Substances (COSHH)**

Hazardous substances are only found in the cleaner's storeroom, the science store room and kitchen cupboard. All are always kept locked. Data sheets are kept by the Site Supervisor with copies given to the office and to staff responsible for first aid.

**12. Health and Safety Advice**

The Site Supervisor has attended the appropriate courses run by the Local Authority regarding H&S.

**13. Housekeeping, cleaning & waste disposal**

The Site Supervisor grits the car park when necessary. Soiled nappies and other waste is collected by County Council approved contractors.

W.H.S. There are four part time in-house cleaning staff employed at Wightwick Hall School.

**14. Handling & Lifting**

No pupils require lifting and handling on a regular basis. Guidelines are followed when lifting or moving equipment, risk assessments are undertaken and trolleys are available.

**15. Jewellery**

Pupils are encouraged not to wear jewellery but if they have ear studs they must be removed for swimming/PE. Staff are expected to follow the Personal Clothing guidelines which covers jewellery.

**16. Lettings/shared use of premises**

Individuals and organisations that use the site sign a lettings agreement and have the appropriate Public Liability Insurance in place.

**17. Lone Working**

If a member of staff is working alone or has to be alone with a group of children then risk assessments are undertaken and other staff are always aware.

- 18. Maintenance / Inspection of Equipment (including selection of equipment)**  
PE equipment is checked regularly by Local Authority approved contractors.  
The curriculum co-ordinator carries out inspection of equipment prior to use.
- 19. Monitoring the Policy and results**  
The Headteacher and Site Supervisor will undertake the bi-annual checks which are reported to Governors.
- 19. Poster on Health and Safety Law**  
The Site Supervisor keeps this up to date.
- 20. Personal Protective Equipment (PPE)**  
Aprons and gloves are available for staff when necessary.  
Protective clothing: jumpers, armguards and shin guards are available for working with students with very challenging needs.
- 21. Reporting Defects**  
Any hazards or defects are reported via work request forms to the Headteacher or Site Supervisor and are rectified as soon as possible.
- 22. Risk Assessments**  
Staff undertake the Risk Assessments for all activities, environments and pupils. Behaviour and medical issues are taken into account. The Site Supervisor completes his own for work undertaken.
- 23. School Trips/ Off-Site Activities**  
Educational visits are notified by class teachers to SLT. Parents are informed of day trips and details, such as times and cost. Evolve documentation is completed and forwarded to the Educational Visits co-ordinator and then the Head Teacher and Risk Assessments are completed
- 24. School Transport - e.g. minibuses**  
All drivers of the mini-bus undertake an assessment under the County Council scheme for mini-bus drivers and have to have passed before they can take any passengers. The driver completes relevant checks before the bus is used. The Site Supervisor arranges any MOT tests.
- 25. Smoking**  
The school complies with the law.
- 26. Staff Consultation and Communication**  
All H&S concerns are shared and staff can raise concerns at any time.
- 27. Stress and staff Well-being**



School and county arrangements are in place for supporting staff.

28. **Supervision** [including out of school learning activity/study support]  
Ratios for pupil to adult vary with pupils and activities. Risk Assessments are constantly undertaken and staffing levels/activities adjusted accordingly.
29. **Swimming Pool Operating Procedures (where applicable)**  
N/A
30. **Training and Development**  
New staff are made aware of the H&S policy and all its implications.
31. **Use of VDU's / Display Screens / DSE**  
Staff report any concerns to the SLT. Steps are taken to ensure screens are at correct height
32. **Vehicles on Site**  
The movement of vehicles on the site is controlled. Vehicles access the premises via locked gates controlled by an intercom within the main office. When possible, large vehicles (refuse collection, fuel tankers) access the site outside of school hours. A banksman system is used if large vehicles access the premises during school hours.  
Pupils are supported to and from taxis at the start and end of the school day.
33. **Violence to Staff / School Security**  
Staff follow procedures for filling in the correct forms after an incident has taken place. School follows procedures to inform the LA of serious incidents. The school is accessible via the main entrance which has coded doors. The office manager can operate the door for visitors after checking them first. All doors and some gates have locks. We not only ensure that the school is secure from intruders but need to protect pupils who may try to abscond.
34. **Working at Height**  
Three rung steps are used if working above floor level. These are checked monthly by the Site Supervisor. All records are kept by the Site Supervisor.  
  
The Site Supervisor has a safety tower to use when working on jobs at height.
20. **Water Hygiene**  
The Site Supervisor oversees the testing of water which is carried out by LA approved contractors. As part of his job looking after the pool he tests the water in the swimming pool following guidelines. Records are kept.
36. **Work Experience**

No person on work experience is allowed to work on their own with pupils. School placements do not have DBS clearance. Because of our limited numbers and nature of the pupils we usually only accept 1 per year.

College placements who do have DBS clearance may work with selected groups under staff guidance.

## **Local Health and Safety Key Performance Indicators (KPI's)**

It is important that managers can monitor the health and safety performance of their premises in order to determine where progress is being made and where further actions and resources may be required.

School carries out Health and Safety audits as required by the LA.

The County Council Health Safety and Wellbeing Policy also requires feedback on certain KPI's more details of these can be obtained from your Health and Safety Adviser.