



# **SUCCESS ACADEMY TRUST**

## **Health and Safety Policy**

Approved/reviewed by:	
Full Trust Board	
18/04/2023 V2	
Date of next review	April 2026

This plan is reviewed every three years to ensure compliance with current regulations.

<b>Version</b>	<b>Date</b>	<b>Updated by</b>	<b>Approved by</b>	<b>Summary of changes</b>
V2	04/2023	LCC H&S	Full Trust Board	Update to refer to Local Governance Committee (LGC) Updated staff / governor names Updated policy names were referenced. Added reference to Staff Wellbeing Strategy.

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Local Academy's arrangements

## 1.0 Statement of Intent and H&S Objectives

- 1.1 As a responsible employer, Success Academy Trust and its Academies will honour their legal obligations, in particular the requirements of the Health and Safety at Work Act 1974 and associated regulations and codes of practice.
- 1.2 Where local delegation is in place, the Local Governing Committee (LGC) as a Committee of the Trust Board, recognises and accepts its responsibilities and duties as the employer to conduct its operations in a manner which protects the health, safety and welfare of employees, students and visitors so far as is reasonably practicable.
- 1.3 In compliance with the Management of Health and Safety at Work Regulations, within each Academy, risk assessments will be undertaken, and arrangements will be made, where significant risks are identified, the necessary preventative and protective measures will be put into place so far as is reasonably practicable using a sensible risk management approach.
- 1.4 The Academies within Success Academy Trust are committed to the prevention of accidents and ill health.
- 1.5 The Academies within Success Academy Trust will work towards continual health and safety improvement.
- 1.6 To achieve these objectives our Academies will:
- Conduct all our activities safely and in compliance with legislation and where possible, best practice
  - Provide safe working conditions and safe equipment
  - Ensure a systematic approach to identify risks is developed and implemented and sufficient resources are allocated to control them
  - Provide suitable information, instruction, training and supervision
  - Promote a positive health and safety culture that is demonstrated by open communication and a shared commitment to the importance of health, safety and welfare
  - Promote the principles of sensible risk management
  - Monitor, review and modify this policy and any arrangements as required.
- 1.7 All of Success Academy Trust's employees have a responsibility to take reasonable care of themselves and others and to co-operate with their employer to ensure statutory duties and obligations are fulfilled.

Signed:			
Success Academy Trust	Chair of Trustees	M Booley:	Date: 4/3/2020
Success Academy Trust	Trust Principal	M Collins:	Date: 4/3/2020
Cosby Primary	Chair of LGB	S Burton:	Date:
Cosby Primary	Head teacher	T Withers:	Date:
Hallbrook Primary	Chair of LGB	R Edwards:	Date:
Hallbrook Primary	Head teacher	T Withers:	Date:
Richmond Primary	Chair of LGB	L Wood:	Date:
Richmond Primary	Head teacher	E Clark:	Date:
Thomas Estley CC	Chair of LGB	J Willmott:	Date:
Thomas Estley CC	Principal	M Collins:	Date:

## **2.0 Organisation – Roles and Responsibilities**

### **2.1 Trust Board and Local Governing Board responsibilities**

Cosby Primary, Hallbrook Primary, Richmond Primary and Thomas Estley Community College are Academy schools within Success Academy Trust. All have local delegation in place from the Trust whereby the Local Governing Committee acting as a Committee of the Trust Board, without limiting the responsibility of the Trust Board, have overall responsibility as the employer to ensure compliance with health and safety legislation and to ensure the health, safety and welfare employees, pupils, visitors and contractors and the self-employed within their local academy.

The Trust Board will determine the Trust's health and safety policy and periodically assess the effectiveness of the policy's implementation within its academies. The Trust will provide its Academies with access to competent health and safety advice and mechanisms to report back on their compliance.

The Local Governing Committees within the Trust are responsible for:

- ensuring the Trust's health and safety policy is implemented within its Academy locally
- allocating sufficient funds for health and safety
- establishing clear lines of accountability for health and safety
- ensuring Trust monitoring processes and procedures for H&S are followed
- periodically assessing the effectiveness of the policy and recommend to the Trust Board any changes
- identifying and evaluating risks relating to possible accidents and incidents connected with the local academy
- Ensuring the provision of a business continuity plan and SEMT (Senior Emergency Management Team) for their local school which is shared with the Trust

### **2.2 Principal/Head Teacher**

Without limiting the responsibility of the Governors/Academy Trust, the Principal/Head Teacher will generally oversee the day-to-day management of safety and implementation of this policy within the local Academy school.

The Principal/Head Teacher will comply with the Trust's health and safety policy and in particular will:

- make him/herself familiar with any documentation and/or instruction referring to the health and safety arrangements for staff, building maintenance or operation of their school and maintain an up to date system of policies, procedures and risk assessments
- work with trade unions and employee health and safety representatives and ensure that all employees are aware of and accountable for their specific health and safety responsibilities and duties
- in the event of any hazard or risk to health and safety of any persons under their control, take appropriate action to control the hazard/risk

- ensure the health and safety policy, procedures, action plan and risk management programme are implemented as an integral part of business, operational planning and service delivery
- liaise with the Local Governing Committee /Trust Board
- undertake monitoring and ensure the provision of adequate resources to achieve compliance
- ensure that local procedures for the selection and monitoring of contractors are in place
- take appropriate action under the Trust's disciplinary procedures against anyone under their control found not complying with health and safety policies and/or procedures
- ensure their Academy school has access to competent health and safety advice

In addition to their statutory duties, Principals/Head Teachers and teachers have a common law duty of care for pupils which stems from their position in law "in loco parentis".

### **2.3 Senior Leadership Team/Team Leaders/Heads of Faculty/Departments**

The leadership team/team leaders/heads of faculty/departments at each local Academy school will undertake general responsibility to ensure that all necessary health and safety activities, requirements and standards are undertaken and met within their respective areas of control. This will be done under the direction of the Principal/Head Teacher. Any member of staff with supervisory responsibilities will: -

- make themselves familiar with and conform to this policy, including any procedures, instructions and requirements for safe methods of work
- identify new and existing hazards, initiate risk assessments, record the significant findings, implement any necessary control measures and review these to ensure that they remain relevant
- check and document that the working environment is safe; equipment, products and materials are used safely; that health and safety procedures are effective and complied with and that any necessary remedial action is taken
- inform, instruct, train, supervise and communicate with employees and provide them with equipment, materials and clothing as is necessary to enable them to work safely;
- complete a health and safety induction checklist for all new employees at the commencement of their employment
- report all accidents, incidents and near miss events, undertake an investigation into the cause and take appropriate remedial action to prevent recurrence
- be responsible for aspects of health and safety included in their job description
- organise risk assessments where significant risks are identified and ensure as far as is reasonably practicable the implementation of any control measures

- ensure that all statutory registers and records are adequately kept
- ensure the reporting and investigation of all accidents
- ensure all persons under their control are aware of the reporting procedure

#### **2.4 Teaching Staff (which includes supply and cover supervisors/HTLAs)**

In addition to supporting their line manager in line with responsibilities outlined in 2.5, any member of staff in charge of a class 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 (see local Trips policy and procedures for more specific requirements)
- Responsible for ensure effective supervision by only permitting practical work to be carried out by pupils after carrying out an appropriate risk assessment. The class size, the abilities of the pupils involved, the activities to be undertaken; safety instructions and training given to pupils etc., will all need to be considered
- Responsible for ensuring that pupils/other staff follow the local Academy school's departmental safety rules and that protective equipment is worn/guards in place etc.
- Responsible for undertaking and recording any pre use safety checks as set out in local procedures/ where required and follow all control measures from associated risk assessments for any equipment or activity
- To be aware that local conditions can alter and require a dynamic risk assessment to be undertaken to take account of any changes which may result in the activity not being able to continue or happen in the same way (e.g., bad weather)

#### **2.5 Local Business Managers and Site Managers/Premises Officers**

**In addition to the responsibilities above Business Managers and Site Managers/ Premises Officers have specific duties as detailed in their school's local arrangements:**

- to maintain an understanding of the Health and Safety Policy arrangements and the Business Manager / Premises Manager responsibilities detailed within them.
- to maintain an awareness of the relevant premises related health and safety legislation, issues and procedures
- to control contractors working on the premises and ensure that hazard information has been exchanged and suitable risk control measures implemented
- ensuring adequate security arrangements are maintained
- ensuring the general cleanliness of the premises and that adequate welfare facilities are maintained
- arranging for regular inspection of the areas of the premises for which they are responsible; that workplace health and safety standards are in effective working order and that a safe means of access and egress is maintained.
- ensuring that adequate fire safety arrangements and emergency procedures are implemented and maintained
- Ensuring that plant and equipment is adequately maintained
- Arranging for the regular testing and maintenance of electrical equipment
- Maintaining suitable records of plant and equipment maintenance and tests

- Ensure fire risks are formally assessed and adequate fire safety arrangements are provided, maintained, monitored and recorded including; fire risk assessments fire evacuation drills, fire officer inspections and the maintenance of fire extinguisher/blankets, emergency lighting, fire alarm (including detectors and sensors) and any other fire safety equipment devices
- Ensuring first aid requirements for the premises are formally assessed and adequate provision is provided, maintained and monitored
- Ensuring that all premise related hazards are adequately identified, assessed and suitable and sufficient control measures implemented and monitored
- 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 1996
- Maintaining a health and safety file on the premises in relation to any construction work covered by the Construction (Design and Maintenance) Regulations 2015 and make this available to contractors upon request
- Ensuring that adequate systems are in place for the management of asbestos through the 'Asbestos Register' & 'Local Asbestos Management Plan' and control of legionella and excessive hot water temperatures
- To respond promptly to a notification of a defect that could affect the health and safety of building occupants/visitors
- Liaison with other staff members where premises/equipment monitoring, and maintenance responsibilities are held elsewhere within the school i.e. design and technology and science

**2.6 Local Catering Manager's (where in place) specific duties as detailed in their school's local arrangements:**

- Day to day responsibility for all food safety
- Ensuring all food is prepared and stored in a safe and hygienic manner that prevents contamination as far as is reasonably practical
- Ensuring the Catering team receive adequate induction and on-going H&S training as required including food hygiene training to an appropriate level for the job undertaken and that the team understand their responsibilities in relation to personal hygiene/hand washing and infectious illnesses
- All appropriate risk assessments are undertaken, shared and control measures implemented by the team and this is monitored and reviewed appropriately
- The Catering Food Safety Policy is implemented and reviewed and in consultation with the College Manger that catering resources are made available to ensure that the Catering Food Safety Policy can be implemented
- The operational procedures and records in relation to food safety are maintained including delivery monitoring; temperature monitoring; cleaning monitoring; retention of food samples and these records are to be made available for inspection at the required frequencies
- All recommendations from visiting enforcement officers are acted upon in consultation with independent external consultants as required
- The kitchen is kept clean and any pest infestation is reported and dealt with timely if arises
- Liaison with Site Manager to ensure all servicing is maintained



## **2.7 All Staff**

In addition to any specific responsibilities which may apply above, all employees, agency and peripatetic workers and contractors must comply with the school's health and safety policy and associated arrangements, in addition to any specific responsibilities which may be delegated to them. All staff are required to:

- take reasonable care for their own health and safety at work and of those who may be affected by their actions or by their omissions
- cooperate with their line manager and senior management to work safely
- comply with health and safety instructions and information and undertake appropriate health and safety training as required
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare
- report to their manager any health and safety concerns, hazardous condition or defect in the health and safety arrangements
- support their Academy school in embedding a positive safety culture that extends to pupils and any visitors to the site

## **2.8 Pupils/ Students**

All pupils are expected to behave in a manner that reflects the local Academy's positive behaviour policy and in particular are expected to: -

- take reasonable care for their own health and safety and of their peers, teachers, support staff and any other person that may be at their school
- cooperate with teaching and support staff and follow all health and safety instructions given
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare
- report to a teacher or other member of their school staff any health and safety concerns that they may have

## **2.9 Shared site users**

Where two or more employers share a workplace, each employer shall co-operate with the other employers concerned to enable them to comply with their duties under health and safety legislation. Where this happens, the hosting academy, as the primary site user, will have the lead responsibility.

All users of the shared site must agree to:

- co-operate and co-ordinate with the hosting academy on health and safety matters
- provide information relating to any additional risks or procedures which will be new or unusual to those of the hosting academy that may arise from their activities
- maintain a standard of health and safety which is reasonably practicable and at least equivalent to the standard maintained by the hosting academy so as to ensure the health, safety and welfare of all staff and users
- meet the insurance requirements of the hosting academy and their own school's insurance provider

- familiarise themselves with and communicate to their employees/users the hosting academy's health and safety arrangements

The hosting academy will ensure that:

- the premises are in a safe condition for the purpose of use
- adequate arrangements for emergency evacuation are in place and communicated
- users are consulted on health and safety matters
- the hosting academy's health and safety arrangements are made available to shared users

## **2.10 Lettings**

The Local Academy has a lettings & hire policy. The policy covers procedures for fire evacuation and security arrangements and the requirements relating to accident, assault and near miss reporting requirements and the provision of first aid.

Persons/organisations letting the site must agree to:

- co-operate and co-ordinate with the academy on health and safety matters
- agree to the terms of the lettings policy in relation to health and safety arrangements
- provide information relating to any additional risks or procedures which will be new or unusual to those of the academy that may arise from their activities

The Academy will ensure that:

- the premises are in a safe condition for the purpose of use
- the health and safety arrangements detailed in the lettings policy are fully explained and communicated to all individuals or groups letting a space/area of the school premises
- adequate arrangements for emergency evacuation are in place and communicated

### **3.0 Organisational Arrangements for Health and Safety**

3.1 The following arrangements will be adopted to ensure that the Local Governing Committee (LGC) and the Principal/Head Teacher fulfil their responsibilities and provide the foundation for securing the health and safety of employees and all users of the site

#### **Setting health and safety objectives**

3.2 The LGC and the Principal/Head Teacher will specifically review progress of health and safety objectives at least termly through meetings of the Governing Body or its appropriate subcommittee. Where necessary health and safety improvements will be identified and included within the School/College's action plan.

#### **Provision of effective health and safety training**

3.3 The LGC and the Principal/Head Teacher will consider health and safety training on an annual basis in line with the Academy's health and safety training matrix focussing on mandatory training as a priority.

#### **Provision of an effective joint consultative process**

3.4 The local School Business Managers (SBM) across the Trust meet regularly to discuss financial and operational matters chaired by the Trust Operations and Finance Officer. At least one such meeting a term will run as an Health and safety committee meeting, and used to feed back any H&S issues from individual schools and collect common H&S data to be reported back to the Trust FAR committee to monitor compliance. Any concerns raised will be minuted and actioned within a clear action plan, with identified responsibilities and target dates. Other members of staff/ trade union rep or outside agencies may be invited to attend, depending on the focus. The local SBMs are responsible for communicating the dates and actions from this committee within their school or with other local site users as required.

#### **Establishing adequate local health and safety communication channels**

3.5 Communication channels will be established for the exchange of health and safety knowledge and information. Where necessary, these communications will be recorded and include:

- senior leadership team meetings and staff meetings
- site health and safety committee, where in place
- provision of information relating to safe systems of work and risk assessments
- training provided
- communications with relevant specialist advisors and bodies

Where health and safety issues cannot be resolved at local level, they will be escalated through the management structure as appropriate.

#### **Financial resources**

3.6 The LGC along with the Principal/Head Teacher will review the School's/College's budget to determine, in the light of past performance, if

adequate resources are being deployed to ensure adequate health and safety management and control.

**Specialist advice/support**

3.7 The School/College will ensure that access to competent technical advice on health and safety matters is procured to assist them in complying with statutory duties and meeting health and safety objectives; this will be done by;

- Accessing the services of a competent Health and Safety Advisor through Leicestershire County Council Health, Safety and Wellbeing Service

## 4.0 Organisation - Other Arrangements

These other arrangements are adopted by the LGC and the Principal/Head Teacher to ensure they fulfil their responsibilities and provide the foundation for securing the health and safety of employees and all users of the site. Where associated procedures or policies are referred to, these are available as an appendix to this H&S policy locally in that Academy.

### 4.1 Accident and assaults

4.1.1 All accidents, assaults and near miss incidents will be reported in the accident book or agreed reporting form within 24 hours of occurrence; RIDDOR reportable incidents, as per the HSE's Education Information Sheet No1 (Revision 3) will be reported to the HSE within the required timescales.

4.1.2 All incidents will be investigated in an attempt to identify the root cause: relevant local policies, procedures and risk assessments will be reviewed and revised as required. All premises related issues will be addressed in a timely manner. Any relevant learning from investigations will be communicated to relevant staff, pupils etc.

4.1.3 Accident, assaults and near miss incidents will be monitored at least termly as part of the site health and safety committee; identification of significant trends or major incidents will be reviewed by the senior leadership team as required with information communicated to the governing body.

4.1.4 Accident records will be retained for the following periods; Pupil's records will be retained for a period of Date of Birth + 25 years, employee records will be retained from the date of incident + 7 years and forms relating to work related ill health is current year + 10 years or longer (40 years where there has been potential exposure to asbestos; where radiation is the cause retention is last action + 50 years).

### 4.2 Asbestos, Management of

4.2.1 The Academy complies with the HSE's approved code of practice *'Managing and working with asbestos, Control of Asbestos Regulations 2012, Approved Code of Practice & Guidance (L143)*. The Academy is committed to preventing exposure to asbestos fibres to all persons that enter onto its premises. The Academy has a whole site asbestos 'management survey' (previously known as Type 2 survey) from which a local asbestos management plan (Lamp) has been developed. The Lamp along with the asbestos register will be kept up to date. [NB Hallbrook Primary school confirms that it has no asbestos on site]

4.2.2 A minimum six-monthly visual inspection of all identified asbestos containing materials (ACMs) that are not encapsulated or in restricted access areas are undertaken and documented; where necessary more

frequent checks of ACMs will be undertaken. Any concern relating to known or suspected ACMs are addressed as per the procedures detailed in the Academy's Lamp.

4.2.3 Prior to any works that will or has the potential to alter the fabric of the building; a 'refurbishment and demolition survey' (previously known as a Type 3 survey) will be procured in order to undertake a comprehensive assessment of the materials being disturbed prior to any works commencing. Where necessary works that are likely to disturb asbestos will be planned so as to avoid disturbance (re-routed) or the asbestos will be removed by competent licensed contractors prior to building works commencing.

4.2.4 Any changes to building where asbestos any work on or the removal of asbestos has been carried out will be recorded in the asbestos register and kept with the school's Lamp.

### **4.3 Audit**

The Academy's health and safety management will be audited by Leicestershire County Council's Health, Safety and Wellbeing Department every two years. The Academy reviews this process as a positive assessment of our health and safety management system and takes appropriate action to continually improve health and safety across the school/college.

### **4.4 Contractor management**

The Academy will comply with the Construction Design and Management Regulations 2015, and the HSE guidance document: HSG159 Managing contractors: A guide for employers. The Academy ensures that:

- roles of client, principal designer, designer, principal contractor, contractor are understood and formally allocated
- competent contractors are used
- clear specifications of works are drawn up by a competent person to include phases of the work, duration, separation of building and school site, delivery times and locations, tapping into utilities, site security, fire and emergency coordination, fire escape routes, accident reporting etc.
- pre-start meetings take place to discuss how works will be managed, responsibilities, codes of conduct and to assess new hazards that may be introduced to the site
- key contacts are identified
- regular update meetings take place throughout any works/projects
- works are visually monitored, and any concerns immediately reported
- works are signed off and any associated certification and documentation is obtained
- all staff/ pupils and other users of site remain in a safe environment for the duration of the works.
- all contractors are given access to the asbestos register

- all contractors to complete a contractor site induction sheet before work can proceed

#### **4.5 Control of hazardous substances**

The Academy comply with the HSE's approved code of practice Control of Substances Hazardous to Health (L5) relating to the management and control of hazardous substances on site. The Academy will ensure:

- an inventory of all hazardous substances on site is kept and updated regularly
- wherever possible non-hazardous substances are used and if this is not possible the least harmful substance is used
- a COSHH risk assessment will be completed for all hazardous substances used and shared with relevant staff
- wherever possible exposure to hazardous substances is prevented, where exposure cannot be prevented, a risk assessment will be carried out and controls measures implemented
- where identified as part of the risk assessment, appropriate PPE will be provided to staff
- any requirement for exposure monitoring or health surveillance will be carried out
- sufficient information, instruction and training is given to staff to ensure full understanding of the hazards to health posed by substances in the workplace and the importance of control measures provided
- training records are maintained for those who receive training
- information will also be given to others who may be affected, such as contractors, temporary staff and visitors
- only substances purchased through the school's procurement systems can be used on site
- substances are stored correctly and those that are no longer used are disposed of as per the substances safety data sheet
- COSHH risk assessments are monitored quarterly and reviewed annually

#### **4.6 Defect reporting**

4.6.1 The Academy has a defect reporting procedure whereby any damage or defect to the premises, equipment or furnishings is reported. Defective equipment is isolated and labelled as defective to prevent use until replaced or repaired. Where premises defects are identified a dynamic assessment is carried out to decide whether an area should be isolated or cordoned off whilst awaiting repair.

4.6.2 For details of the local defect reporting procedure Appendix A to this document within the local school/college.

## 4.7 Display screen equipment (DSE)

The Academy acknowledges that staff who use DSE should have suitable equipment to undertake the tasks that they are required to carry out, knows how to safely use the equipment and have a DSE assessment which is reviewed at suitable intervals. The Academy ensures that:

- all static workstations used by staff meet the minimum standards required
- equipment is maintained in good working condition
- staff are aware of best practice in using DSE and issued with relevant information
- staff whose roles require significant use of DSE are prioritised for individual assessment
- assessments are reviewed at least bi-annually, earlier if there are significant changes to equipment/layout individual health
- a trained DSE assessor is available and the Academy has access to a DSE eLearning module via the Trust's Every Compliance portal

## 4.8 Driving

4.8.1 All staff that drive their own cars for work purposes must have a full UK driving licence, business insurance and maintain their vehicle in a road worthy condition. Annual licence and insurance checks are undertaken and documented.

4.8.2 See Appendix A for the local arrangements of this academy which if applicable will include local arrangements for minibus use e.g. *driver medical examinations, license requirements, authorised drivers, name of person responsible for undertaking checks on minibuses, pupil supervision arrangements*

## 4.9 Educational Visits, off-site

The Academy adopts the National Guidance for the Management of Off-site visits and LOtC activities.

See Appendix A for signposting to appropriate local arrangements/risk assessments

## 4.10 Electrical systems and equipment

4.10.1 The Academy maintains and services electrical systems and equipment in line with statutory guidance and best practice. Electrical systems (hard wiring) is periodically inspected every 5 years by a competent contractor and records maintained; any remedial works recommended are acted upon in a timely manner.

4.10.2 Portable electric appliances have a portable appliance test (PAT) carried out, in line with HSE guidance '*Maintaining portable electrical equipment in low risk environments*' (INDG236), by a competent contractor with records maintained.



4.10.3 Formal termly workplace inspections are undertaken whereby all equipment is visually inspected. Staff are instructed to undertake a visual inspection of equipment prior to use and not to use any equipment that appears damaged or defective. The Academy's defect reporting procedure is followed as required.

4.10.4 For details of the local procedures in relation to Electrical systems and equipment see Appendix A to this document within the local school/college.

#### **4.11 Emergencies - Procedures including Business Continuity**

4.11.1 As per legal requirements all dangerous occurrences and near miss incidents that are RIDDOR reportable incidents, will be reported to the HSE within the required timescale.

4.11.2 All incidents will be investigated in an attempt to identify the root cause: relevant local policies, procedures and risk assessments will be reviewed and revised as required. All premises related issues will be addressed in a timely manner. Any relevant learning from investigations will be communicated to relevant staff, pupils etc.

4.11.3 The Academy will create a business continuity plan, this plan will be used during events which have the potential to cause major disruption to our services. Although such events are rare, it is important that we have in place plans to help us manage and recover from these situations as they arise.

4.11.4 In the event of a major emergency or disruption, co-ordination and implementation of the business continuity plan is the responsibility the identified personnel within the local business continuity plan – see Appendix A for details. This group of employees will form the SEMT (Senior Emergency Management Team) in the event of a major emergency or major disruption.

4.11.5 A copy of the Academy's business continuity plan will be distributed to all members of the SEMT and they will ensure that pre-planning is carried out.

4.11.6 In the unlikely event of major disruption or disaster the SEMT will arrange to meet at an agreed location as outlined in the local business continuity plan (see Appendix A) to co-ordinate and implement the business continuity plan.

4.11.7 The Academy's business continuity plan will be reviewed annually, when there is a change in staff, when there is a change in arrangements, following an incident, when there is a significant change to the premises. These reviews will be conducted by (The SEMT / School Governors / Head Teacher / Senior Leadership Team / Business Manager

4.11.8 Local arrangements for dealing with fatalities, missing pupils, bomb threats and other emergencies that would not be covered by the fire and emergency evacuation plan are shared in Appendix A to this document within the local school/college.

#### **4.12 Fire safety**

The Academy is committed to providing a safe environment for both staff and pupils. The Academy manages the risk of fire by ensuring:

- a comprehensive fire risk assessment is in place, reviewed annually and any actions/improvements identified are progressed given consideration to risk and cost
- a detailed fire and emergency evacuation plan has been developed that clearly details actions to be taken when a fire is identified or suspected, individual responsibilities and arrangements for safe evacuation, this will include the development of a Personal Emergency Evacuation Plan (PEEP) for any person requiring assistance in an evacuation.
- statutory inspections are carried out on all fire related systems and equipment either by competent contractors or in house by trained staff
- all staff receive fire awareness training that is regularly updated, and fire marshals receive role specific instruction
- a fire drill is undertaken at least termly to practice evacuation arrangements and to ensure that the evacuation procedure is carried out successfully and as expected.
- A fire log book is kept and maintained
- For details of the specific local procedures in relation to Fire see Appendix A to this document within the local school/college and signposting to other documents/plans mentioned above

#### **4.13 First-aid and supporting pupils' medical conditions**

Adequate first aid arrangements are assessed, maintained and monitored at the Academy and for all activities that the Academy leads. The Academy ensures that:

- the number of first aiders and appointed persons meets recommendations and adequate cover is available to cover for annual leave and unexpected absences
- all first aiders and appointed persons hold a valid certificate of competence, the Academy maintains a register of all qualified staff and will arrange re-training as necessary
- first aid notices are clearly displayed around the school/college
- sufficient numbers of suitably stocked first aid boxes are available and checked periodically to ensure they are adequately stocked
- a suitable area is available for the provision of first aid
- staff are regularly informed of first aid arrangements within the school/college, through induction, teacher training days and the staff handbook which is issued annually

- where first aid has been administered this is recorded in the first aid treatment book
- correct reporting procedures are followed including those required under RIDDOR regulations
- individual risk assessments have been carried out which consider first aid provision for lone workers and employees who travel in works vehicles that carry passengers.
- information, instruction and training will be provided to staff on any specific medical conditions of pupils and the procedures to follow in case of an emergency
- children with medical conditions will be cared for in line with the medical conditions policy
- medication shall be kept securely in line with the medical conditions policy
- For details of the specific local procedures in relation to First Aid and supporting pupils' medical conditions see Appendix A to this document within the local school/college and for its signposting to other documents/plans mentioned above

#### **4.14 Glass & Glazing**

The Academy will comply with the Workplace (Health, Safety and Welfare) Regulations 1992 and the Approved Code of Practice L24 as it relates to glass and glazing

The Academy will survey its glass surfaces in doors, windows and door side panels for the presence of safety glass and where appropriate will make remedial actions to install safety glass or film and have it suitably marked to that effect

#### **4.15 Grounds - Safety/Security**

##### **4.15.1 Safety**

The Academy will ensure that there is safe access and egress from the buildings and grounds including balancing the need for security with the need for emergency escape. The Academy will ensure that there is a regime for maintaining the grounds, perimeter demarcation (where owned) and equipment e.g. outdoor play equipment.

For details of the specific local procedures in relation to Grounds Safety see Appendix A to this document within the local school/college

## **4.15.2 Security**

See Appendix A for signposting to the separate Security Policy for this Academy which provides specific rules for maintaining site security (e.g. keeping doors shut, controlling visitor access, signing in arrangements, identifying staff who are at greater risk of injury, where required how risk assessment is carried out, special training requirements

committee or LGB at least termly.

## **4.16 Harassment and violence, Preventing in the workplace**

The Academy is committed to providing a safe and secure working and educational environment for staff, pupils and any other persons on its site. Where applicable, in addition to the control measures identified in the site specific lone working risk assessment, the following procedures are in place:

- Staff are advised to:
  - avoid confrontation if possible
  - withdraw from a situation or escalating situation
  - arrange seating so that a clear escape route from the room to a place of safety is available. Sit near the door, or use a room with two doors
  - contact emergency services, as appropriate.
  - inform the Principal/Head Teacher or a member of the senior management team if confrontation has taken place
- The Academy will:
  - ensure the Principal/Head Teacher or member of the senior leadership team to attend the site of an incident on being informed of an incident, if considered necessary
  - have in place procedures for the reporting of incidents
  - offer counselling/ support through Occupational Health
  - debrief individuals following any incident
  - provide training on how to manage conflict and aggression as required
  - review the appropriate risk assessments following any incident.

## **4.17 Housekeeping – storage, cleaning & waste disposal**

4.14.1 The Academy will ensure that there is suitable and sufficient storage including systems for ensuring that items are included on an inventory and checked periodically where necessary for safety.

4.14.2 The Academy will ensure that there are systems in place for cleanliness, to minimise the accumulation of rubbish, for the removal and disposal of controlled waste and for the cleaning of spills/ wet floors to minimise the risk of slips. The Academy will ensure that there is suitable and sufficient external waste bins secured from the risks of arson and tampering.

4.14.3 Where applicable and to accommodate the requirements of environmental legislation the Academy will arrange for suitable disposal/recycling of relevant items e.g. fluorescent lighting and waste electrical appliances.

#### **4.18 Jewellery**

The Academy's policy on pupils wearing earrings and other jewellery, instructions to pupils, signposting to other policies or procedures on jewellery can be found in Appendix A and is repeated in the Academy's own prospectus.

#### **4.19 Lone working**

4.19.1 The Academy will ensure through risk assessment that all staff who work alone are given suitable instruction on lone working procedures including communications, emergency procedures and any restrictions during lone working e.g. work at height.

4.19.2 See Appendix A for signposting to appropriate local risk assessments

#### **4.20 Mental Health and Wellbeing**

Success Academy Trust operates a Staff Wellbeing Entitlement to which all Academy schools in the Trust will implement (see separate Staff Wellbeing Strategy). The Academy understands that staff wellbeing is essential for cultivating a mentally healthy workplace, to support recruitment and attendance and to help retain and motivate existing staff.

- Staff are advised to:
  - Understand their own contribution in promoting emotional wellbeing and mental health of themselves and others within their Academy
  - Understand the symptoms of mental health problems so they can more easily recognise them within themselves or in others to support early intervention
  - Engage with activities and training around mental health and wellbeing offered by the Academy
  - Discuss any issues at an early stage either with their line manager or a designated Mental Health First Aider to help put in place appropriate reasonable adjustments
  
- The Academy will:
  - Support the implementation of the Trust's Wellbeing strategy through the appropriate deployment of resources and staff training
  - Provide staff access to trained mental health first aiders and occupational health support as required
  - Provide appropriate training to line managers to support their teams more effectively

For details of the specific local procedures in relation to Mental Health and Wellbeing see Appendix A to this document within the local school/college

#### **4.21 Moving and handling**

The Academy complies with the HSE's approved code of practice '*Manual Handling. Manual Handling Operations Regulations 1992 (as amended). Guidance on Regulations (L23)*).

Within the Academy there are a variety of moving and handling tasks that may be necessary; this could range from moving files to assisting an individual with mobility issues. The Academy manages the risk associated with moving and handling tasks by ensuring that:

- moving and handling is avoided whenever possible
- if it cannot be avoided, moving and handling is properly planned, has a relevant risk assessment, is carried out by competent staff and carried out in a manner which is, so far as is reasonably practicable, safe
- those undertaking specific moving and handling tasks have received appropriate training and training records are maintained
- any equipment provided to assist with moving and handling tasks is maintained and serviced in accordance with statutory requirements
- any defective equipment is taken out of use until repaired or is replaced
- an individual risk assessment will be completed for all new or expectant mothers and staff with identified medical conditions that may be affected by undertaking moving and handling tasks, these may result in some moving and handling task being restricted
- any accidents resulting from manual handling operations will be investigated to identify root causes and implement additional controls as required
- See Appendix A for signposting to appropriate local risk assessments

#### **4.22 Noise**

The Academy will make arrangements for the assessment of risk, protection and other control measures where the noise levels reach the action values as detailed within the Control of Noise at Work Regulations 2005

#### **4.23 Occupational health services**

The Academy acknowledges that there are many factors both work related and personal that may contribute to staff being absent from work through injury and ill health including stress

4.23.1 The Academy will follow the principles of the HSE guidance '*Managing the causes of work-related stress*' (HSG 218). The following arrangements are in place to locally manage staff health issues:

- employees are advised that it is their responsibility to inform their line manager, the Principal/Head Teacher or another member of the senior leadership team of any ill health issues
- an appropriate senior member of staff will meet and discuss the ill health issues with the employee and consider what actions could be taken to support the staff member and where appropriate assist in reducing stress levels
- the member of staff may be offered a referral to an occupational health professional for advice and support, e.g. counselling, etc.
- the member of staff will be advised that support can also be provided through their trade union
- a series of regular review meetings will be scheduled to monitor ill health and stress levels where they have been identified
- if it is identified that there is a high occurrence of staff ill health or stress within the Academy, the Principal/Head Teacher will actively seek support to undertake a holistic assessment to identify what the possible root cause may be and implement a plan to improve the situation.

#### **4.24 Risk assessment**

4.23.1 Risk assessments are undertaken for tasks/activities where significant hazards have been identified or where there is a foreseeable risk of injury/ill health.

4.23.2 Within the Academy various persons are tasked with the development of risk assessments based on their knowledge, experience and competence. Relevant staff will develop the risk assessments prior to consultation with all staff to which they are relevant prior to sign off. Risk assessments are accessible to staff at all times See Appendix A for signposting to appropriate local arrangements/risk assessments

4.23.3 New and expectant mothers risk assessments will be conducted in line with HSE Guidance. See Appendix A for signposting to appropriate local arrangements/risk assessments

4.23.4 Young person's risk assessments will be carried out for staff working on site falling within this age range, as applicable. See Appendix A for signposting to appropriate local arrangements/risk assessments

#### **4.25 Smoking**

The Academy complies with UK law on smoking in both indoor and external spaces. The Academy has a no smoking policy which extends to the limits of the curtilage of the site. The policy extends to the used of substitute inhalers and all types of vaping devices including e-cigarettes. The Academy has signage on site and will ensure that persons seen smoking onsite are instructed not to do so.

#### **4.26 Statutory Inspections**

The Academy ensures that statutory inspections are undertaken at required intervals for all plant and equipment required. A table detailing required inspections, date of last inspection, date of next inspection and who is undertaking the inspection has been developed which is implemented by the Site Manager / Premises Officer and monitored by the health and safety

#### **4.27 Vehicles on Site**

Refer to Appendix A for site specific Vehicle Movement on Site Risk Assessment and rules for the management of vehicles on site, restriction on vehicle movement at certain times of the day, segregation of large vehicles from pedestrian areas, restrictions on reversing vehicles, special arrangements for deliveries

#### **4.28 Water hygiene management**

The Academy will comply with the HSE approved code of practice '*Legionnaires' disease - The control of legionella bacteria in water systems*' (L8).

The Academy will:

- employ an external person with relevant knowledge and competence to obtain initial advice on any necessary actions
- employ a competent external contractor to provide a suitable survey/risk assessment; with the risk assessment being reviewed at least every two years or whenever there is reason to suspect it is no longer valid
- Address any remedial actions identified by the survey including dead leg removal or drain down
- employ a competent external contractor to undertake water sampling and routine cleaning, maintenance and disinfection of water systems and thermostatic mixing valves (TMV's) as applicable
- ensure regular flushing of little used outlets is completed by a competent individual on a weekly basis
- employ a competent person to undertake monthly monitoring of water systems including temperature readings
- Refer to Appendix A for site signposting to local Water hygiene procedures and specific associated risk assessments

#### **4.29 Winter preparedness – For clearing of Snow etc**

#### **4.30 Working at height**

The Academy will follow the principles of the HSE guidance '*The Work at Height Regulations 2005 (as amended) A brief guide*' (INDG401). The Academy use a variety of access equipment for working at height tasks including ladders, step ladders and kick stools. The Academy ensures that:



- work at height is avoided whenever possible
- if it cannot be avoided, work at height is properly planned, has a relevant risk assessment, is carried out by competent staff and carried out in a manner which is, so far as is reasonably practicable, safe
- those undertaking work at height have received appropriate training and training records are maintained
- all access equipment (ladders, step ladders, tower scaffolds etc.) is identifiable and inspected as required
- any equipment provided to assist with working at height tasks is maintained and serviced in accordance with statutory requirements
- any defective equipment is taken out of use until repaired or is replaced
- an individual risk assessment will be completed for all new or expectant mothers and staff with identified medical conditions that may be affected by undertaking working at height tasks, these may result in some working at height tasks being restricted
- any accidents resulting from working at height will be investigated to identify root causes and implement additional controls as required

#### **4.31 Workplace inspections**

The Academy recognises the importance of undertaking regular formal workplace inspections to ensure that the premises remain a safe working and educational environment for staff and pupils. A formal termly workplace inspection is undertaken with findings documented and any actions allocated with remedial actions. The termly inspection findings are reviewed with actions monitored for close out at the health and safety committee. It is recognised that termly inspections alone will not keep premises safe and there is an expectation that staff will report any defects/damage to premises and equipment as per the Academy's defect reporting procedure.

See Appendix A for local procedures

#### **4.32 Monitoring and review**

This Health and Safety Policy together with the associated procedures and health and safety performance, will be reviewed by the LGB and Trust Board and the Principal/Head Teacher on a regular basis (every two years as a minimum), or as required.

In order to substantiate that health and safety standards are actually being achieved, the Academy will measure performance against pre-determined plans and objectives. Any areas where the standards are not being met will require remedial action.

The Academy will use different types of systems to measure health and safety performance:

##### **4.32.1 Active monitoring systems**

- spot checks and termly site inspections will be undertaken

- documents relating to the promotion of the health and safety culture will be regularly examined and reviewed
- appropriate statutory inspections on premises, plant and equipment will be undertaken
- where necessary, health surveillance and environmental monitoring systems will be implemented to check the effectiveness of health control methods and to detect early signs of harm to health.

#### **4.32.2 Reactive monitoring systems**

- identifying where health and safety standards are not being met, by monitoring for failures in the systems - such as accidents, cases of ill health (work-related sickness), damage to property, etc

#### **4.32.3 Reporting and response systems**

- ensuring that monitoring information is received, having regard to situations which create an immediate risk to health or safety, as well as longer-term trends and ensuring remedial action is taken
- health and safety committee, Governing Body/Academy Trust and Senior Leadership team will all receive and consider reports on health and safety performance

#### **4.32.4 Investigation systems**

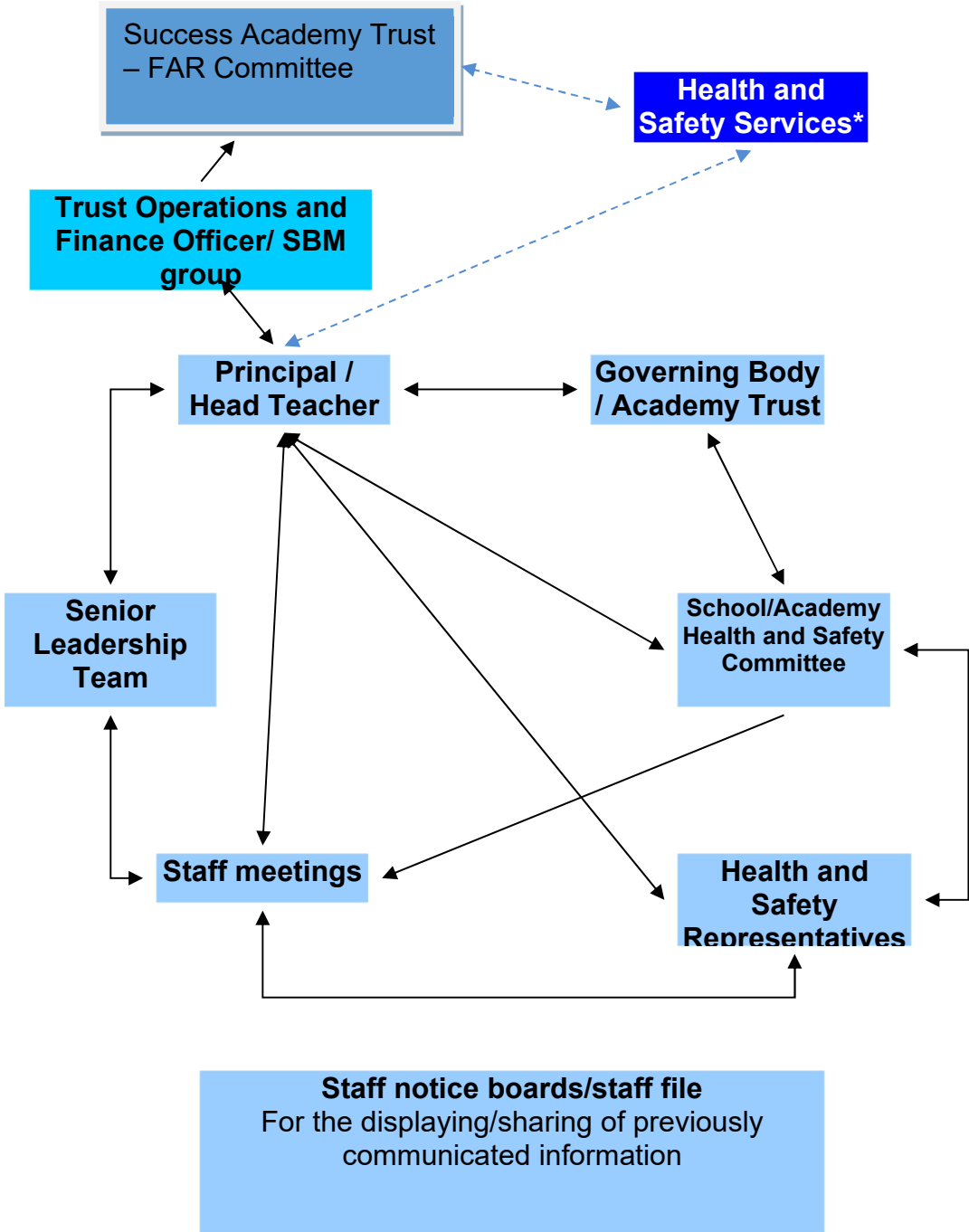
- investigations will be implemented for incidents proportionate to the severity of the incident. The investigation will incorporate systems to identify both the immediate and the underlying causes of events
- analysing data to identify common features or trends and initiate improvements
- where cases of occupational ill-health are to be investigated
- where complaints relating to occupational health and safety are to be recorded and investigated
- where accidents/incidents and assaults with the potential to cause injury, ill-health or loss are to be reported, recorded and appropriately investigated

#### **4.32.5 Third Party Monitoring/ Inspection**

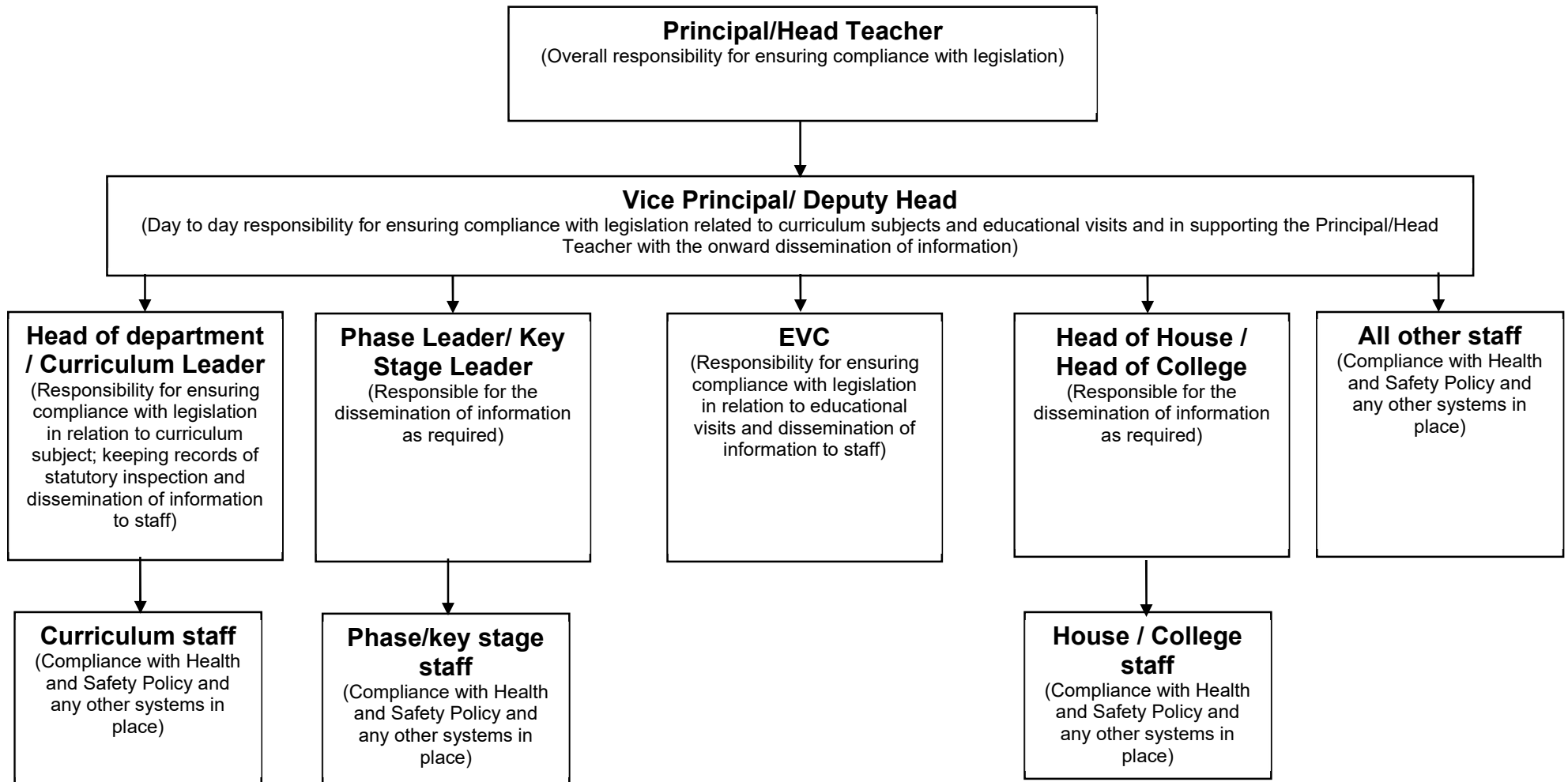
- The Academy will be subject to third party inspection and monitoring, as part of Ofsted requirements. Actions arising from third party audit/inspection will be incorporated within the Academy action plan with appropriate target dates for completion which will be shared with LGB and Trust Board for monitoring purposes.

# Success Academy Schools Health and Safety

## Organisation and Arrangements



## (Local Academy School) Health and Safety Organisation and Arrangements – Academic Staff



# (Local Academy School) Health and Safety Organisation and Arrangements – Support Staff

