

Health & Safety Policy

MAYFLOWER PRIMARY SCHOOL



Reviewed May 2022

LONDON BOROUGH OF TOWER HAMLETS

Model Policy for Schools and other Corporate Educational Establishments

Corporate Health and Safety Services

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This V3 document is a Model Policy for Educational establishments to assist Head Teachers to implement their health and safety arrangements and achieve a legal, safe and healthy environment. It has been written for all schools under the employment of LBTH.

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HEALTH AND SAFETY POLICY

PART 1: STATEMENT OF INTENT

Mayflower Primary School

The Governing Body of Mayflower Primary School will strive to achieve the highest standards of health, safety and welfare consistent with their responsibilities under the Health and Safety at Work etc Act 1974 and other statutory and common law duties.

This statement sets out how these duties will be conducted and includes a description of the establishment's organisation and its arrangements for dealing with different areas of risk. Details of how these areas of risk will be addressed are given in the arrangements section.

This policy will be brought to the attention of all members of staff.
A reference copy is kept in the school office

This policy statement and the accompanying organisation and arrangements will be reviewed on an annual basis.

This policy statement supplements:

- LBTH's Corporate Health and Safety Policy

Signature:

Signature:

Megan Hunter Chair of Governors
--

Dee Bleach Head teacher

Date: May 2022

Date: May 2022

School Review Date and Gov. Sign off: Every 12 months:

PART 2: ORGANISATION

As the employer, LBTH has overall responsibility for Health and Safety in Community and Voluntary Controlled Schools.

At school level duties and responsibilities have been assigned to staff and governors as laid out below.

Responsibilities of the Governing Body

The Governing Body are responsible for health and safety matters at a local level and this includes the following:

- Ensuring adherence to the local authority health and safety policy, procedures and standards;
- Formulating a health and safety statement detailing the responsibilities for ensuring health and safety within the establishment;
- Reviewing the establishments health and safety policy annually and implementing new arrangements where necessary;
- Monitoring, reviewing and evaluating the school's health and safety performance.
- Providing appropriate resources within the establishment's budget to meet statutory requirements and the local authority health and safety policy, procedures and standards;
- Receiving from the Head teacher or other nominated member of staff reports on health and safety matters and reporting to (CS, or other body as necessary), any hazards which the establishment is unable to rectify from its own budget;
- Seeking specialist advice on health and safety which the establishment may not feel competent to deal with;
- Promoting a positive H&S culture and high standards of health and safety within the establishment.
- Ensuring that when awarding contracts health and safety is included in specifications & contract conditions taking account of LBTH policy and procedures.

Responsibilities of the Head teacher

Overall responsibility for the day to day management of health and safety in accordance with the LA's health and safety policy and procedures / Governing Body's health and safety policy and procedures rests with the Head teacher.

As manager of the establishment and of all the activities carried on within it, the Head will advise Governors of the areas of health and safety concern which may need to be addressed by the allocation of funds.

The Head teacher has responsibility for:

- Co-operating with the LA and Governing Body to enable health and safety policy and procedures to be implemented and complied with;
- Ensure effective health and safety management arrangements are in place for carrying out regular inspections and risk assessments, implementing actions and submitting inspection reports to the Governing Body and LA where necessary;
- Communicating the policy and other appropriate health and safety information to all relevant people including contractors;
- Carrying out health and safety investigations;
- Ensuring all staff are competent to carry out their roles and are provided with adequate information, instruction and training;
- Ensuring consultation arrangements are in place for staff and their trade union representatives (where appointed) and recognising the right of trade unions in the workplace to require a health and safety committee to be set up.
- Reporting to LBTH any hazards which cannot be rectified within the establishment's budget;
- Ensuring that the premises, plant and equipment are maintained in a serviceable condition;
- Monitoring purchasing and contracting procedures to ensure compliance with LBTH policy.
- Ensuring accidents and incidents are reported on time, in the correct format, and local investigations are completed promptly.

The Head teacher may choose to delegate certain tasks to other members (must be competent) of staff. It is clearly understood by everyone concerned that the delegation of certain duties will not relieve the Head teacher from the overall day to day responsibilities for health and safety within the establishment.

The task of overseeing health and safety on the site has been delegated by the head to the Premises Manager.

Responsibilities of other teaching / non-teaching staff holding posts of special responsibility

- Apply the school's health and safety policy to their own department or area of work and be directly responsible to the Head teacher for the application of the health and safety procedures and arrangements;
- Maintain or have access to an up to date library of relevant published health and safety guidance from sources including Consortium for Local Education Authorities for the Provision of Science Services (CLEAPSS), Association for Physical Education (AfPE), Design and Technology Association (DATA) etc., and ensure that all subordinate staff are aware of and make use of such guidance;
- Ensure regular health and safety risk assessments are undertaken for the activities for which they are responsible and that control measures are implemented;
- Ensure that appropriate safe working procedures are brought to the attention of all staff under their control;
- Resolve health, safety and welfare problems members of staff refer to them, and inform the head any problems to which they cannot achieve a satisfactory solution within the resources available to them;
- Carry out regular inspections of their areas of responsibility to ensure that equipment, furniture and activities are safe and record these inspections where required;
- Ensure, so far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and pupils to avoid hazards and contribute positively to their own health and safety;
- Ensure that all accidents (including near misses) occurring within their department are promptly reported and investigated using the appropriate forms etc;
- Arrange for the repair, replacement or removal of any item of furniture or equipment which has been identified as unsafe.

Health and Safety Co-ordinator

The Health and Safety Co-ordinator, in this case the Premises Manager / Office Manager is responsible for the co-ordination of health and safety management throughout the school. If delegated by the Head teacher and competent to complete tasks, and should attend the LA's School Business Manager Health and Safety training day. It is advised that the job description should detail their health and safety roles and responsibilities.

The Health and Safety Co-ordinator is responsible for:

- Making an annual report on health and safety matters to the Head teacher and the Governing Body;
- Assisting with inspections and safety audits;
- Investigating and advising on hazards and precautions;
- Developing and establishing emergency procedures, and organising fire evacuation practices within the school;
- Having a general oversight of health, safety and first aid matters;
- Making recommendations to the Head teacher for matters requiring immediate attention, e.g. changes to legislation or outcomes from premises safety inspections;
- Making recommendations to the Head teacher on matters of safety policy in compliance with new and modified legislation;
- Publicising safety matters;
- Liaising with outside bodies concerned with safety and health e.g. Occupational Health consultants;
- Monitoring accidents to identify trends and introduce methods of reducing accidents;
- Ensuring that reports on health and safety matters with respect to the School premises are prepared;
- Keeping records of hazards identified on site by staff and the remedial action taken and when;
- The provision and maintenance of all 'fire' equipment and for the preparation and review of Fire Risk Assessments;
- Ensuring all accidents within the area of responsibility are recorded in line with the school policy;
- Ensuring that premises safety inspections are undertaken e.g. weekly, bi-termly, and keeping records of any faults identified (if appropriate);
- Ensuring that all portable electrical equipment is tested on an annual basis;
- Ensuring equipment, including personal protection equipment is maintained in a safe condition and that substances hazardous to health are stored in a safe place.

Principal Site Health and Safety Manager (Premises Manager)

The Premises Manager is responsible to the Head teacher/Office Manager, in ensuring compliance with all health and safety regulations in respect of matters affecting cleanliness, security and maintenance of all school buildings and grounds, including:

- Ensuring compliance by periodic inspection of all areas;
- Ensuring that appropriate signs and notices have been displayed;
- Ensuring that hazards are removed;

- Ensuring that fire exits are accessible and that fire-fighting equipment is correctly positioned and serviced;
- Ensuring that first aid equipment and supplies are correctly maintained and readily available;
- Ensuring that other staff at the school are aware of their responsibilities as appropriate;
- Notifying appropriate agencies via the line manager where there is a pest or vermin problem and dealing with the problem as directed;
- May undertake the annual testing of electrical equipment in the school after appropriate training.

Heads of Department

The Health and Safety at Work Act requires all supervisors to accept responsibility for the safety of processes under their direct control. In order to achieve this objective Heads of Departments are responsible to the Head teacher, so far as is reasonably practicable, for:

- Ensuring that all members of staff in the department are aware of any safety precautions to be taken when undertaking potentially hazardous activities.
- Ensuring that the curriculum of the department includes instructions in the correct and safe methods of carrying out potentially hazardous activities.
- Ensuring that the curriculum of the department does not involve staff and pupils in procedures likely to cause accidents.
- Ensuring that all equipment and machinery is maintained in safe and serviceable condition, and defective equipment not used until the necessary repairs have been carried out.
- Ensuring that competent members of staff carry out risk assessments for all the activities within their control. These assessments should cover general risks as well as the specific risks involved with the teaching and supervision of children. Consideration should be given to the use of hazardous substances, provision of personal protective equipment and selection of work equipment. Generic risk assessments are being revised centrally and will be issued to all the schools.
- Ensuring that all members of staff under his/her control adhere to all relevant aspects of the Safety Policy.
- Reporting all potential hazards to health or safety and all accidents to the Head teacher.

Employers

Who the employer is varies with the type of school. The employer is:

- The LA in community schools, special schools, voluntary controlled schools, maintained nursery schools and pupil referral units;
- The Governing Body in foundation schools, foundation special schools and voluntary aided schools.

The employer must ensure, as far as is reasonably practicable, that pupils are not exposed to risks to their health and safety in school and during off-site visits. The employer must have a health and safety policy and arrangements to implement it. Key elements of a policy can be found on the DFE website:

Health and Safety Responsibilities

The employer must assess the risks of all activities, introduce measures to manage those risks and tell their employees about the measures.

The employer whether the LA or Governing Body, has the power to ensure that its health and safety policy is carried out. It must provide health and safety guidance to the school and ensure that staff members who are delegated tasks such as risk assessment and risk management are competent to carry them out. If risk assessment shows training is needed the employer must make sure this takes place. The employer cannot fulfil its statutory duty unless it monitors how well its schools are complying with its policy.

A LA has no responsibilities for, and no power to intervene in, pupil health and safety in schools where the Governing Body is the employer, except where safety is threatened by, for example, serious breaches to fire safety reported to the LA.

Responsibilities of Employees

Under the Health and Safety at work Act etc 1974 all employees have general health and safety responsibilities. Staff must be aware that they are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions.

All employees have responsibility to:

- Take reasonable care for the health and safety of themselves and others in undertaking their work
- Comply with the school's health and safety policy and procedures at all times
- Report all accidents and incidents in line with the reporting procedure
- Co-operate with school management on all matters relating to health and safety
- Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare
- Report all defects in condition of premises or equipment and any health and safety concerns immediately to their line manager.

- Report immediately to their line manager any shortcomings in the arrangements for health and safety.
- Ensure that they only use equipment or machinery that they are competent / have been trained to use.
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons.

PART 3: ARRANGEMENTS

ARRANGEMENT 1	Leadership & Management
ARRANGEMENT 2(a)	Fire Evacuation and other Emergency Arrangements
ARRANGEMENT 2(b)	Fire Prevention, Testing of Equipment
ARRANGEMENT 3	Accident Reporting Procedures
ARRANGEMENT 4	First Aid
ARRANGEMENT 5	Medicines, Sharps & Infection Control
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ARRANGEMENT 7	Display Screen Equipment
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ARRANGEMENT 20	Work & Lifting Equipment
ARRANGEMENT 21(a)	Outdoor Play
ARRANGEMENT 21(b)	Outdoor Areas (Incl. Grounds; Tree Management)
ARRANGEMENT 22(b)	Indoor Areas
ARRANGEMENT 24	Management of Contractors
ARRANGEMENT 25	Personal Protective Equipment
ARRANGEMENT 26	Work Experience
ARRANGEMENT 27	Animals in the School
ARRANGEMENT 28	Lettings
ARRANGEMENT 29	Emergency Planning & Business Continuity

ARRANGEMENT 30	Housekeeping
ARRANGEMENT 31	Infection Control

ARRANGEMENT 1: LEADERSHIP & MANAGEMENT

Active Leadership

Protecting the health and safety of employees, students, visitors and contractors is an essential part of risk management and must be led locally by the school management team/Head teacher. Failure to include health and safety as a key business risk in school decisions can have catastrophic results and this has been proven over years of research into high profile safety cases. Health and safety law places duties on management to comply and individuals can be personally liable for health and safety failures.

But what does this mean in practice?

- Visible and active commitment, such as having a 'named health and safety champion'
- Effective 'top-down' cascading of communication and vice versa
- Performance review for health and safety, such as local inspections, safety tours, audits etc
- Proactive approaches to health and safety such as policy reviews, inspections, risk assessments
- Reactive approaches such as analysis of accident trends and taking appropriate control measures, that is shared with the Governing body throughout the year
- Being aware of significant risks in the school, by completing the risk profile and sharing with staff
- Managing contractors to ensure all health and safety checks are completed, from selection of safe contractor through to management of contractors whilst on your school site.

Health and Safety Auditing

Schools are required to carry out annual health and safety audits to ensure they are compliant with health and safety legislation. It is important to ensure that key personnel participate in the audit and take active roles to achieve compliance. Examples of key personnel are: Head of Governing Body, Head teachers, Deputy Head teachers, School Business Managers, Premises Managers, and Heads of Departments etc.

All schools are encouraged to use the competence advice and service the LA Corporate Health and Safety Service (CHSS) provide via the SLA online.

School Health and Safety Committee

The school may decide 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 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.

It is The role of the **Committee** is to ensure that the school's policies, procedures and working practices regarding **health and safety** meet or exceed any legal obligations, with the object of promoting the well-being and **safety** of staff and pupils and others who may be affected by its activities. The Health and Safety Committee could have representatives from the following:

- Governing body
- Head teacher/Deputy Head
- AdminTeam
- Premises Team
- Teaching Staff
- Teaching Assistant

Meetings normally held termly with the minutes and action plans shared with all staff, normally found within the staffroom notice boards.

Communication of Information

Health and safety should appear as an agenda item in all board meetings.

Detailed information on how to comply with LBTH health and safety policy is located in the school office

The Health and Safety Law poster is displayed in the staffroom and reception area.

The Service Level Agreement Corporate Health and Safety Lead Tel: 020 7364 4193 will provide competent health and safety advice.

Health and Safety Training

Health and safety induction training will be provided and documented for all new employees by Deputy Head.

The Head teacher is responsible for ensuring that all staff are provided with adequate information, instruction and training and identifying the health and safety training needs of staff.

All employees will be provided with:

- Induction training in the requirements of this policy;
- Update training in response to any significant change;
- Training in specific skills needed for certain activities, (e.g. use of hazardous substances, work at height etc.)
- Refresher training where required
- LBTH training at the Professional Development Centre

Training records are held by Office Manager who is responsible for co-ordinating health and safety training needs and for including details in the training and development plan. A training matrix for staff is recommended. This includes a system for ensuring that refresher training (for example in first aid) is undertaken within the prescribed time limits.

The Head teacher will be responsible for assessing the effectiveness of training received.

Each member of staff is also responsible for drawing the Head Teacher's / line manager's attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence.

Health and Safety Inspection & Monitoring

A general inspection of the site will be conducted **termly** and be undertaken by /coordinated by Premises Manager.

The person(s) undertaking such inspections will complete a report in writing and submit this to the Head teacher. Responsibility for following up items detailed in the safety inspection report will rest with Office Manager.

A named governor Megan Hunter will be involved / undertake an inspection on an **annual** basis and report back to both the relevant sub-committee and full Governing Body meetings. This governor monitoring will also cover management systems in addition to inspecting the premises.

Inspections will be conducted jointly with the establishment's health and safety representative(s) if possible.

ARRANGEMENT 2(a): FIRE EVACUATION AND EMERGENCY

It is the responsibility of the Head Teacher to ensure that the fire risk assessment is completed annually. The LA schools under the employment of the borough must use the LA Corporate Health and Safety Service to complete an annual fire risk assessment (via the SLA online).

The Head Teacher is responsible for ensuring the fire risk assessment is reviewed and an action plan attached to the fire risk assessment to ensure any recommendations are undertaken and implemented.

The fire risk assessment is located in the fire folder and reviewed on an annual basis or after any building change and incident of fire, or concerns with fire safety.

Fire Instructions

These documents are made available to all staff and included in the establishment induction process.

An outline of evacuation procedures are made available to all contractors / visitors and are posted throughout the site. This includes an off-site plan.

Ensure that the fire doors are maintained and not wedged open.

Emergency exits, fire alarm call points, assembly points etc. are clearly identified by safety signs and notices.

EMERGENCY PROCEDURES

Fire and Evacuation

Fire and emergency evacuation procedures are detailed in the staff handbook and a summary posted in each classroom. These procedures will be reviewed at least annually.

Emergency contact and key holder details are maintained by Banham Security and updated upon review.

Fire Drills

Fire drills will be undertaken termly, and a record kept in the fire log book;

Fire-Fighting

- The safe evacuation of persons is an absolute priority.
- Trained staff may only attempt to deal with small fires, **if it is safe to do so**

without putting themselves at risk, using portable fire-fighting equipment.

- Ensure the alarm is raised BEFORE attempting to tackle a fire.
- **Details of service isolation points** (i.e. gas, water, electricity) water is outside the main entrance gas is in the kitchen and boiler house and electricity is in the electrical intake cupboard
- **Details of chemicals and flammable substances on site.** An inventory of these will be kept by Premises Manager / Office Manager as appropriate, for consultation.

ARRANGEMENT 2(b): FIRE PREVENTION, TESTING OF EQUIPMENT

TESTING OF THE FIRE ALARM SYSTEM

Fire alarm call points will be tested weekly in rotation by Premises Manager and a record kept in the fire log book.

Any defects on the system will be reported immediately:

- All Electrical defects will be reported to Local Authority
- All Gas defects will be reported to Local Authority
- All Water defects will be reported to Castle Water

A fire alarm maintenance contract is in place with Elite Fire and the system tested quarterly by them.

INSPECTION OF FIRE FIGHTING EQUIPMENT

Elite Fire undertakes an annual maintenance service of all fire-fighting equipment.

Premises Manager checks Weekly that all fire-fighting equipment is available for use and operational and for any evidence of tampering.

Defective equipment or extinguishers that need recharging should be taken out of service and reported direct to Elite Fire.

EMERGENCY LIGHTING SYSTEMS

These systems will be checked for operation monthly in house by Premises Manager recorded as monthly flick tests in the fire log and annually by Elite Fire.

Test records are located in the site's fire log book.

MEANS OF ESCAPE

Daily Premises Manager checks for any obstructions on exit routes and ensures all final exit doors are operational and available for use.

ARRANGEMENT 3: INCIDENT / ACCIDENT REPORTING PROCEDURES

The School will record accidents and incidents. Accident reports will be monitored for trends and a report made to the Governors as necessary. The Head teacher, or their nominee, will investigate accidents and take remedial steps to avoid similar instances recurring. Faulty equipment, systems of work etc. must be reported and attended to as soon as possible.

Reporting to Corporate Health and Safety Services (LA)

In accordance with the LA's accident / incident reporting procedure employees must report accidents and incidents including physical assault; dangerous occurrences and near misses on the LBTH Accident and Incident (AIR) Form. These will be completed in full including supportive documentation and emailed to healthandsafety@towerhamlets.gov.uk

Reporting to the Health and Safety Executive (HSE)

Incidents resulting in the following must be reported to the Corporate Health and Safety Service (LA) as soon as possible as they have a statutory duty to report to the HSE within 10 days of the incident occurring (or sooner in the case of a Fatality). Delays can result in fines imposed by the HSE

- Incidents involving a Fatality will be reported **immediately** to the Corporate Health and Safety Service 020 7364 4193 or 020 7364 5008
- Accidents that result in a Specified Injury will be reported **immediately** (as above); these include:
 - Fractures (other than to fingers, thumbs and toes)
 - Amputation
 - Any injury likely to lead to permanent loss of sight or reduction in sight in one or both eyes
 - Any crush injury to the head or torso, causing damage to the brain or internal organ
 - Any burn injury (including scalding) which covers more than 10% of the whole body's total surface area or causes significant damage to the eyes, respiratory system or other vital organs
 - Any degree of scalping requiring hospital treatment
 - Any loss of consciousness caused by head injury or asphyxia
 - Any other injury arising from working in an enclosed space leads to hypothermia or heat-induced illness or requires resuscitation or admittance to hospital for more than 24 hours
- Employee absence, as the result of a work related accident, for periods of 7 days

or more (including weekends and holidays)

- Member of public (this includes Pupils) taken direct from the scene of the accident to hospital AND receiving treatment.

Further guidance can be found at [HSE School accident guidance](#)

ARRANGEMENT 4: FIRST AID

FIRST AID BOXES ARE LOCATED AT THE FOLLOWING POINTS:

School Office
Staffroom
Classroom
Gallery Area

School Office is responsible for regularly checking that the contents of first aid boxes are complete and replenished as necessary. A check should be made at least termly.

The following staff are available to provide first aid-

TRAINED TO EMERGENCY AID LEVEL (6 hr):

Anisha Ahmed
Farhad Uddin
Kasey Boltan
Geraldine Hamilton

TRAINED TO EYFS STANDARD (PAEDIATRIC FIRST AID, 12 hr):

Megan Walsh
Shahana Begum

TRAINED TO USE A DEFIBRILLATOR

Carl Ludlow
Adam Stok
Anisha Ahmed
Marcia Phidd
Megan Walsh
Dawn Martin
Kulsuma Begum
Tara Dadzie
Kirsty Miah

The Head teacher will ensure that first aiders have a current certificate and that new persons are trained should first aiders leave.

Transport to hospital: If the first aider or Head teacher considers it necessary, the injured person will be sent directly to hospital (normally by ambulance). Parents and/or guardians will also be informed.

No casualty should be allowed to travel to hospital unaccompanied and an accompanying adult will be designated in situations where the parents cannot be contacted. The school will follow the procedure for completion of incident/accident records in accordance with LBTH guidance.

Administration of medicines

All medication will be administered to pupils in accordance with the DfE document **"Supporting pupils at School with medical conditions"**

The only medication kept and administered within school are those prescribed specifically for a pupil at the request of the parent / guardian and with the consent of the Head teacher. Records of administration will be kept by school office.

No member of staff should administer any medicines unless a request form has been completed by the parent / guardian.

All medications kept in school are securely stored in the school office with access strictly controlled.

Where children need to have access to emergency medication i.e. asthma inhalers, epi-pen etc., it will be kept in class and clearly labelled.

Health Care Plans

Health care plans are in place for those pupils with complex medical needs e.g. chronic or ongoing medical conditions (e.g. diabetes, epilepsy, anaphylaxis etc.) Schools should use the competence of the School Nurse to complete and advise on all pupil health care plans. All staff involved should be provided with the relevant information to manage and assist in the care of pupils.

These plans are reviewed and monitored by Inclusion Co – Ordinator and written precautions /procedures made available to staff, the levels of monitoring will be suitable to the needs of the care plan. The School is responsible for monitoring the provision of the school nurse service.

Staff undergo specific training related to health conditions of pupils and administration of medicines (e.g. diabetes, epilepsy, anaphylaxis etc.) by a health professional as appropriate.

The templates are available from the DfE website;

"Supporting pupils at School with medical conditions"

Germs

Germs are micro-organisms found everywhere, some of which are capable of causing diseases. They are a part of everyday life and are found in our air, soil, water, and in and on our bodies. Many germs live in and on our bodies without causing harm and some even help us to stay healthy. Only a small portion of germs are known to cause infection and illness (*pathogenic*). Germs are usually in the form of bacteria, viruses, fungi, or larger parasites, such as threadworms and head lice.

Infection

Three things are necessary for an infection to occur and it is important to understand about these to be able to eradicate/control them:

Source: where is it coming from?

Susceptible person: what causes someone to get infected?

Transmission: How does it get to the person and spread to others?

Common Infections in Schools:

Flu, cold, Pinkeye¹, strep throat, gastroenteritis, chickenpox, pinworms, allergies, diarrhoea, urinary tract infection, pinworms, hepatitis A, measles, Molluscum Contagiosum² and the latest is coronavirus that has become a pandemic since March 2020 and caused long term school closures throughout UK.

People can become infected with germs and get sick with symptoms, *symptomatic*. Others can get the infection and show no symptoms, known as *asymptomatic*, but they can possibly infect others. The bugs can attack specific parts of the body (localised) or the whole body itself (systemic). For example, legionella bacteria are airborne and attack the lung. Chickenpox can attack the whole body and internal organs.

It is important to understand the type of bug that is causing the infection to be able to control the infection. Latest information³ can be sought from the links below.

The 'germs' that can cause a person to become ill depends on a number of variables:

How long the germs survive before they enter an individual,

Number of germs that enter the body

Type of germ,

Which part of the body it prefers to colonise,

Susceptibility of an individual,

Medium of travel,

The ideal temperature and humidity,

¹ <https://www.nhsinform.scot/illnesses-and-conditions/eyes/conjunctivitis>

² <https://patient.info/childrens-health/viral-skin-infections-leaflet/molluscum-contagiosum>

³ <https://www.hse.gov.uk/>

<https://www.gov.uk/government/publications/covid-19-safeguarding-in-schools-colleges-and-other-providers>

Time of exposure to infect the individual

Airborne Germs

Examples of these are legionella, cold, flu and coronavirus. Controlling legionella bacteria is by adequate management of school's water systems. Coronavirus is a new type of virus which is mainly transmitted through breathing airborne droplets of the virus, but also by transfer of virus particles adhering to surfaces touched by infected people.

Blood Borne Viruses

The school will manage the risk associated with staff coming into contact with blood and/or other body fluids that may contain Blood Borne Viruses (BBVs) in the course of their work by undertaking a risk assessment and implementing the preventative and protective measures, to include immunisation where appropriate.

BBVs are viruses that some people carry in their blood. The main BBVs are hepatitis B (HBV), hepatitis C and D, human immunodeficiency virus (HIV).

These viruses can also be found in body fluids other than blood e.g. urine, faeces, saliva and vomit, however, they do carry a minimal risk of BBV infection, unless contaminated with blood; for this reason, care should still be taken as the presence of blood is not always obvious.

BBVs are most likely to be transmitted by direct exposure to infected blood or other body fluids contaminated with infected blood, such as, through contamination of an open wound or skin condition or through a splash to the eyes, nose or mouth or a bite or accidental contamination with a needle stick or other sharps.

Preventing or controlling the risk

The following preventative and protective measures should be taken to reduce the risk from BBVs, to include:

- Participate in the vaccination programme
- Use good basic hygiene practices, such as hand washing;
- Cover all breaks in exposed skin by using waterproof dressings and suitable disposable gloves;
- Where splashing is possible, protect the eyes and mouth by using appropriate personal protective equipment;
- Use the first aid equipment provided e.g. first aid face shield for mouth-to-mouth resuscitation but only if you have been trained to use them;

- Control contamination of surfaces by using the appropriate decontamination procedure e.g. dirty protest procedure and use of body fluid spillage kits; and
- Dispose of contaminated waste safely.

Coughing and Sneezing

Children and adults should be encouraged to cover their mouth and nose with a tissue. Wash your hands after using or disposing of tissues. Spitting should be discouraged.

Handwashing

Handwashing is one of the simplest and most important ways of controlling the spread of infection. Staff are advised to wash their hands before they eat, drink, take or administer medicine or after any work activity where you may have become contaminated with blood or any other body fluid.

You should:

- use soap and water, under running warm water;
- wash all surfaces thoroughly, to include, the palms, back of hands, fingers and thumbs and under the finger nails;
- rub hands together for at least 10 – 15 seconds; and
- rinse and dry hands; if towels are used these should be disposable.

Cleaning

Cleaning of the environment, including toys and equipment should be frequent, thorough, and follow national guidance e.g. use colour coded equipment, COSHH, correct decontamination of cleaning equipment.

Monitor cleaning contracts and ensure cleaners are appropriately trained with access to Personal Protective Equipment PPE.

Cleaning of blood and body fluid spillages

All spillages of blood, faeces, saliva, vomit, nasal, and eye discharges should be cleaned up immediately (always wear PPE). When spillages occur, clean using a product which combines both a detergent and a disinfectant.

Use as per manufacturer's instructions and ensure it is effective against bacteria and viruses, and suitable for use on the affected surface. NEVER USE mops for cleaning up blood and body fluid spillages use disposable paper towels and discard clinical waste as described below. A spillage kit should be available for blood spills.

Personal Protective Equipment (PPE)

Disposable non powdered vinyl or latex free CE marked gloves and disposable plastic aprons, must be worn where there is a risk of splashing or contamination with blood/body fluids. (E.g. nappy or pad changing) Goggles should also be available for use if there is a risk of splashing to the face. Correct PPE should be used when handling cleaning chemicals.

For further information relating to PPE refer to the relevant section of this Policy.

Laundry

Laundry should be dealt with in a separate dedicated facility. Soiled linen should be washed separately at the hottest wash fabric will tolerate. Wear PPE when handling soiled linen. Soiled children's clothing should be bagged to go home, never rinse by hand.

Ensure that the washing machine or dryer is plan maintained in accordance with the manufacturers recommendations.

Clinical waste

Always segregate domestic and clinical waste in accordance with local policy. Used nappies/pads, gloves, aprons and soiled dressings should be stored in correct clinical waste bags in foot operated bins.

All clinical waste must be removed by a registered waste contractor. All clinical waste bags should be less than 2/3rds full and stored in a dedicated, secure area whilst awaiting collection.

Immediate action to take after exposure to blood or other body fluids

If you are contaminated with blood or other body fluids, take the following action without delay:

- wash splashes off your skin with soap and running water;
- if your skin is broken, encourage the wound to bleed, do not suck the wound and rinse thoroughly under running water;
- wash out splashes in your eyes using tap water or an eye wash bottle, and
- your nose or mouth with plenty of tap water, do not swallow the water;
- report the incident to your line manager or other manager; and
- **immediately** go to the nearest Accident and Emergency (A&E) department in transport provided by the establishment;
- school office to organise transport for the employee to the A&E department;
- manager to stay in touch with the employee to assess their needs and provide advice and assistance with the post exposure prophylaxis (PEP); and

- record the incident on the LA's AIR form and follow the LA's Accident and Incident reporting procedure in this policy.

ARRANGEMENT 6(a): RISK ASSESSMENT

Risk Assessments

The school requires a list of risk assessments (for all activities, teaching and non-teaching, premises and one-off activities). These will be co-ordinated by Office Manager following guidance from Corporate Health and Safety, and are approved by the Head teacher.

Risk assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest. Staff are made aware of any changes to risk assessments relating to their work. Corporate forms for carrying out risk assessments are available from LBTH.

Individual Risk Assessments

Specific risk assessments relating to individuals, e.g. staff member or young person/pupil are held on that person's file and will be undertaken by headteacher.

It is the responsibility of staff to inform their line manager of any medical condition (including pregnancy) which may impact upon their work.

Such risk assessments will be reviewed on a regular basis.

Curriculum Activities

Risk assessments for curriculum activities will be carried out by teachers using the relevant codes of practice and model risk assessments developed by national bodies.

ARRANGEMENT 6(b): STRESS

Health and Wellbeing is important to us all. Teacher burnout, workload, stress are common things we hear about in schools. A school should be an environment for both students and staff to thrive and stay well. High quality staff can only be retained if the school is able to support them in their working lives. More broadly the School environment provides an ideal opportunity to support and develop the health and wellbeing not only of its pupils but of the workforce. At a national level there are a number of reports that highlight the importance of encouraging improvements in people's health and wellbeing within the workplace context including Dame Carol Black's report '*working for a healthier tomorrow*'⁴ and NICE guidelines on workplace health management practices⁵

Whilst there is no legislative requirement for 'wellbeing or wellness programmes' the School Model Policy recognises the benefits that these activities can offer and encourages the School to consider this as part of its overall management of *health* and safety within the School-setting. An effective Wellbeing Strategy can provide the school with practical tips and tools to help teachers manage their jobs effectively. As a school we are committed to protecting the health, safety and welfare of our employees. We recognise that workplace stress is a health and safety issue and acknowledge the importance of identifying and reducing workplace stressors.

Definition of stress

The Health and Safety Executive define stress as "the adverse reaction people have to excessive pressure or other types of demand placed on them". This makes an important distinction between pressure, which can be a positive state if managed correctly, and stress which can be detrimental to health

Policy

The School will identify all workplace stressors and conduct risk assessments to eliminate stress or control the risks from stress. These risk assessments will be regularly reviewed.

The School will consult with Trade Union Safety Representatives on proposed action relating to the prevention of workplace stress. The School will provide training for all managers and supervisory staff in good management practices. The School will provide confidential counselling for staff affected by stress caused by either work or external factors.

⁴ Black, C., (2008). [*Working for a healthier tomorrow*](#) London

⁵ NICE (2016) NG13 [*Workplace policies and management practices to improve the health and wellbeing of employees*](#)

The School will ensure there are adequate resources to enable line managers to implement the stress management strategy. Health and Safety Executive have devised a set of management standards that cover six areas of work design that need to be addressed when carrying out Stress Risk Assessment;

Demands: Considers issues such as workload, work patterns and the work environment

Control: How much say the person has in the way they do their work

Support: Includes the encouragement, sponsorship and resources provided by the organisation, line management and colleagues

Relationships: This includes promoting positive working to avoid conflict and dealing with unacceptable behaviour

Role: Relates to whether people understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles

Change: How organisational change (large or small) is managed and communicated in the organisation.

More information can be found at: <http://www.hse.gov.uk/stress/standards/index.htm>

Pregnant Workers and Nursing Mothers

It is the schools policy to assess any risks to female employees of childbearing age and, in particular, risks to new and expectant mothers (for example, from working conditions, or the use of physical, chemical or biological agents). The risk assessment process will determine appropriate local measures, which is a management function.

Notification

The Deputy Head on notification that an employee is pregnant, breastfeeding or has given birth within the last six months, should undertake an New and Expectant Mothers risk assessment and check your workplace risk assessment to see if any new risks have arisen.

If risks are identified during the pregnancy, in the first six months after birth or while the employee is still breastfeeding, you must take appropriate, sensible action to reduce, remove or control them and take advice from the LA's Occupational Health provider.

The Deputy Head is responsible for undertaking a regular review of this assessment throughout the pregnancy and when they return to work as a nursing mother.

ARRANGEMENT 7: DISPLAY SCREEN EQUIPMENT



All staff who use habitually use computers/laptops/tablets as a significant part of their normal work (significant is taken to be continuous / near continuous spells of an hour at a time) e.g. admin staff, bursars, senior leadership team etc. should have an assessment.

Those staff identified as DSE users shall be entitled to an eyesight test for DSE use every 2 years by a qualified optician (and corrective glasses if required specifically for DSE use).

ARRANGEMENT 8: MANUAL HANDLING

Risk assessments for manual handling operations are undertaken and staff provided with training and information on safe moving and handling techniques.

Staff should ensure they are not lifting heavy items and equipment unless they have received training and/or equipment in order to do so safely.

Paediatric Moving and Handling

All staff who move and handle pupils have received appropriate training (both in general moving and handling people techniques and specific training on any lifting equipment, hoists, slings etc. they are required to use).

All moving and handling of pupils has been risk assessed and recorded by a competent member of staff.

Equipment for moving and handling people is subject to inspection on a 6 monthly basis by a competent contractor.

ARRANGEMENT 9: WORK AT HEIGHT

It is the schools policy that all working at height (WAH) activity is properly planned, supervised and carried out by competent people. This includes using the right type of equipment for working at height.

The Premises Manager and Office Manager is responsible for producing a suitable and sufficient assessment of the risk supported by a Safe System of Work (SSoW) factoring in:

- the height of the task; the duration and frequency; and
- The condition of the surface being worked on. However there will also be certain low-risk situations where common sense tells you no particular precautions are necessary.

Must do's

Avoid work at height where it is reasonably practicable to do so and where working at height cannot be avoided:

- prevent falls using either an existing place of work that is already safe or the right type of equipment;
- minimise the distance and consequences of a fall, by using the right type of equipment where the risk cannot be eliminated;
- do as much work as possible from the ground;
- ensure workers can get safely to and from where they work at height;
- ensure equipment is suitable, stable and strong enough for the job, maintained and checked regularly;
- make sure you don't overload or overreach when working at height;
- take precautions when working on or near fragile surfaces;
- provide protection from falling objects; and
- Consider your emergency evacuation and rescue procedures.

Safe Use of a Ladder

- suitable access is provided where appropriate;
- all ladders, stepladders and other access equipment is regularly inspected and maintained by a competent person and paper copy or electronic records are maintained;
- Relevant staff have received adequate training in the safe use of ladders and stepladders and hazards associated with their use;
- ladders are not used in adverse weather conditions or areas where there is a significant risk from moving vehicles;

- where the specific risk assessment records that a ladder can be used, in areas where there is vehicle movement the preventative and protective measure will include a prohibition on vehicle movement and close supervision of the activity;
- ladders are only used on a surface that is flat and in good condition;
- ladders are secured when in use; either at the top or bottom; and
- an arrangement is in place for the suitable storage of ladders.

ARRANGEMENT 10: NOISE & VIBRATION AT WORK

Noise at Work

It is the schools policy to either eliminate or reduce risks to health and safety from noise at work where the risk assessment identifies noise as a significant risk. Depending on the level of risk, preventative and protective measures will be put on place to reduce the noise exposure and provide employees with personal hearing protection.

Most of our LBTH schools have little or no equipment that cause any noise hazards, with the exception of some Equipment possibly used in Design Technology/Science/Premises Equipment/Workshops as examples.

In accordance with the Control of Noise at Work Regulations, the following action will be taken:

- designated areas and items of plant/equipment will be demarcated and identified by mandatory blue signs;
- reduce or minimise noise levels according to the hierarchy of controls as stated in the Regulations i.e. by engineering out so as to eliminate, reduce, contain or isolate, effective maintenance of equipment;
- reduce time exposure wherever possible;
- where this is not reasonable to do so, suitable personal protective equipment should be considered, but as a last resort; and
- Put in place a strategy to replace 'noisy equipment' over a period (may be long term, but not open ended).

For further information relating to Personal Protective Equipment (PPE) refer to the relevant section of this Policy.

Vibration

Vibration from tools can affect your health but it is unlikely that vibration can be identified as a hazard in schools. However, using tools that vibrate for long periods of time regularly can cause long term damage to the fingers and hands. The Control of Vibration at Work Regulations 2005 and more information can be obtained from: <http://www.hse.gov.uk/vibration/index.htm>

ARRANGEMENT 11: HAZARDOUS CHEMICALS & RADIATION

Every attempt will be made to avoid, or choose the least harmful of substances which fall under the “**Control of Substances Hazardous to Health Regulations 2002**” (COSHH)

Within curriculum areas (in particular science and DT) the heads of department are responsible for COSHH and ensuring that an up to date inventory and model risk assessments contained in the relevant national publications (CLEAPSS, Association for Science Education's "Topics in Safety" etc.) are in place.

They shall ensure:

- an inventory of all hazardous and flammable substances used on site is compiled and regularly reviewed.
- material safety data sheets are obtained from the relevant supplier for all such materials. Remember the safety data sheets are not your risk assessments for that chemical but information only
- risk assessments are conducted for the use of hazardous substances (where generic risk assessments are available e.g. for products purchased from approved Suppliers, these are adapted to suit specific use of material on site)
- all chemicals are appropriately and securely stored out of the reach of children.
- all chemicals are kept in their original packaging and labelled (no decanting into unmarked containers).
- suitable personal protective equipment (PPE) has been identified and available for use.

PPE is to be provided free of charge where the need is identified as part of the risk assessment.

ARRANGEMENT 12: INDUSTRIAL KITCHEN

Schools may have LBTH Contract Services or external sources as their food provider. It is important to have knowledge of their documentation such as up to date risk assessments, valid staff training records, food hygiene inspection reports, gas safety certificates, pest control information and accident data. These will be required for the Health and Safety Audit annually. All external audits from the contract kitchen should be communicated with the school, to ensure a good level of contract compliance/monitoring.

Kitchen staff will need to be briefed on first aid, any presence of asbestos in their work areas, fire safety arrangements and be familiarised with the school's allergy and medicine policy. All reports of accidents and near misses in the kitchen are to be provided to the school administration, this may include the contractor completing the schools accident report as well as their own company accident report.

The School management is responsible for sharing information to the kitchen staff of individual child needs such as allergies when preparing and serving food. The school needs to document how this communicated to the kitchen staff.

ARRANGEMENT 13: OFFSITE VISITS

All offsite visits will be planned following guidance contained in the London Borough of Tower Hamlets Children Services Directorate Outdoor Education Policy, which is located on the LBTH Evolve front page.

The LA's Offsite Visits Advisor must be notified of trips which include self-led adventurous activities, fieldwork trips to open or "wild" country, and all trips overseas and residential trips. This will be done via the use of Evolve, the online notification and approvals system.

The member of staff planning the trip will submit all relevant paperwork and risk assessments relating to the trip to the school's Educational Visits Co-ordinator (EVC) who will check the documentation and planning of the trip and if acceptable initially approve the visit before referring to the Headteacher.

The EVC should have the relevant up to date training.

ARRANGEMENT 15: PREMISES SECURITY / PERSONAL SAFETY

It is the schools policy that all work-related violence and intimidation is unacceptable and will take all steps to avert the risk of violence through physical security measures, safe working practices and staff training. The risk assessment process will determine appropriate local measures, which is a management function.

However it is recognised that even with proactive measures, incidents of violence may still occur. Therefore it is also the schools policy that appropriate support mechanisms exist for all members of staff who may be subjected to incidents of violence during their work.

The Health and Safety Executive define violence as: 'any incident in which an employee is abused, threatened or assaulted in circumstances relating to their work'.

The school will take into account both the nature and level of the risk of violence to staff into account when assessing risk and where necessary undertake a specific violence risk assessment.

When undertaking such risk assessment the opinions and views of staff must be sought by consultation. The assessments will evaluate the adequacy of measures to reduce the risk of violence and where necessary develop plans to further improve these precautions.

Preventative measures will include those relating to:

- the environment;
- physical security precautions;
- means of raising an alarm;
- emergency response procedures;
- safe systems of work;
- training and information; and
- individual measures identified in specific risk assessments such as new and expectant mothers, stress etc.

The school will ensure that staff and others as appropriate will receive adequate information, instruction and training in handling potentially or actual violent situations relevant to the degree of contact. The emphasis of all information, instruction and training will be on prevention and defusion/de-escalation.

Following a violent incident Senior Leadership Team will be expected to immediately provide initial sympathetic support to affected members of staff. This may include

ensuring medical treatment, providing reassurance, de-briefing, and/or allowing an immediate short period of time away from the workplace to recover.

In cases of actual physical assault Senior Leadership Team will be expected to ensure the actions below are taken:

- appropriate treatment of injuries is given to the assaulted member of staff by a first aider or emergency services (if necessary);
- where the injuries suffered are serious enough or where the assaulted member of staff wishes to, the assaulted member of staff attends Hospital as soon as possible;
- a member of staff attending Hospital must be accompanied by a member of staff;
- the taking of photographs should be considered/offered as it may help with any police prosecutions etc. in the future;
- Senior Leadership Team informed as soon as possible.

Where an affected member of staff is unable (or unwilling) to remain at work, managers will be expected to ensure the member of staff is able to get home safely. This may involve arranging for them to be collected by a relative or friend or to be taken home by another member of staff or by taxi.

All staff have a duty to report incidents of violence in accordance with school and LA accidents/incident reporting procedures using the AIR form.

Ideally this should include all incidents of swearing or verbally abuse to staff. However it is appreciated that some people can swear or be verbally abusive during without necessarily intending to be aggressive and on such occasions staff do not necessarily feel threatened or offended and are reluctant to report these as violent incidents. The school accepts this and therefore permits staff individual discretion to determine the nature of the incident and whether it requires reporting.

However, the school still requires all incidents that exceed a staff member's personal threshold or is personally directed at an individual staff member or another employee to be reported. All reported incidents of violence should as soon as possible be investigated by the Senior Leadership Team to determine the support necessary for the staff involved and any action necessary to minimise the risks of a recurrence.

All reported incidents will be reviewed by the Corporate Health and Safety Team to ascertain if any further follow up or more detailed investigation is needed. For further information relating to Risk Assessment, Offsite Visits, Lone Working and New and Expectant Mothers, refer to the relevant section of this Policy, Corporate Health and Safety Team and the HSE website: <http://www.hse.gov.uk/violence/>

Lone Working

Work carried out unaccompanied or without immediate access to assistance should be risk assessed to determine if the activity is necessary. Work involving potentially

significant risks (for example work at height) **should not** be undertaken whilst working alone.

Where lone working cannot be avoided staff should:

- Complete a lone working risk assessment
- Obtain the Head teacher's/senior member of staff's permission and notify him/her on each occasion when lone working will occur.
- Ensure they do not put themselves or others at risk.
- Ensure they have means to summon help in an emergency e.g. access to a telephone or mobile telephone etc.
- When working off site (e.g. when visiting homes) notify a colleague of their whereabouts and the estimated time of return. [staff undertaking home visits to obtain as much background information as possible about the child/family being visited]
- Key holders attending empty premises where there has been an incident or suspected crime should do so with a colleague if possible. They should not enter the premises unless they are sure it is safe to do so.
- Report any incidents or situations where they may have felt "uncomfortable".

ARRANGEMENT 16: ASBESTOS

It is the schools policy that the London of Tower Hamlets asbestos policy will be followed.

The asbestos survey is held in School Office and will be made available to all staff and visiting contractors prior to **any** work commencing on the fabric of the building or fixed equipment.

The Head Teacher shall ensure:

- The asbestos log is maintained and that any changes are notified to the asset management team.
- **All** work on the fabric of the building or fixed equipment is checked with the asbestos management plan and advice sought from the asset management team before any undertaking of work.
- An annual visual inspection of asbestos containing materials on site is conducted and recorded in the asbestos log.
- A 3 year re-inspection is completed.
- Will organise another survey in the event of potential building/construction works, before the works begin. It is noted, that the school's asbestos survey is a 'management survey' and there are other more intrusive surveys required for any building works.

Please note that even drilling a hole or pushing a drawing pin into asbestos containing materials may result in the release of fibres into the air.

Under no circumstances must staff drill or affix anything to walls without first obtaining approval from the Head teacher with reference being made to the school's asbestos management plan of knowing locations, actions required and control measures in place.

Any damage to materials known or suspected to contain asbestos should be reported to Premises Manager who will contact the LA for advice

ARRANGEMENT 17: GAS

Boilers have to be maintained yearly under the Boiler Maintenance (Gas Safety and Use Regulations 1998).

Annual gas safety checks are required on each appliance and flue.

The school will ensure that all gas appliances are serviced and also receive the gas safety inspections this includes catering gas, boilers, science, food tech etc.

The person responsible for arranging and managing/monitoring the statutory compliance gas requirements is the Premises Manager.

ARRANGEMENT 18: ELECTRICITY

Electrical contractors used by the school must be registered with the NICEIC (National Inspection Council for Electrical Installation Contracting)

Fixed electrical installations require periodic inspections, conducted by Denver Electrician.

Staff should monitor the condition of plugs, cables and electrical equipment and conduct a quick visual inspection prior to use. All portable items of electrical equipment will be subject to PAT (portable appliance testing) annually, conducted by Elektri-Co.

Personal items of equipment (electrical or mechanical) should not be brought into the school without prior authorisation and subjected to the same tests as school equipment.

Please refer to HSE guidance on PAT testing:
<http://www.hse.gov.uk/pubns/books/hsg107.htm>

ARRANGEMENT 19: LEGIONELLA / WATER MANAGEMENT

As an employer, or a person in control of the premises, we will:

- Organise a Legionella water risk assessment (WRA) to be completed every 2 years, by a company registered with The Legionella Control Association
- Complete all recommendations from the WRA within the specified timescales
- Complete a detailed specification of water management to ensure compliance to L8, with details of roles and responsibilities that includes both contractor and local school management
- Ensure the relevant staff complete Legionella awareness training
- Maintain a high standard of monitoring of all log books, and take appropriate action when needed, such as responding to identified legionella bacteria within the school water system

A water risk assessment of the school has been completed by GEM and is responsible for ensuring that operational controls are being conducted and recorded in the water log book. Premises Manager will be responsible for undertaking basic operational controls in lieu of a water risk assessment being conducted by named company.

This will include, with reference to the risk assessment:

- all remedial action identified in reports is undertaken within the timescale identified;
- identifying and flushing rarely used outlets on a weekly basis and after school holiday periods;
- conducting necessary water temperature checks (monthly);
- disinfecting / descaling showers, or other areas where water droplets are formed (quarterly);
- Thermostatic mixing valves(TMV) to form part of the regular test and inspection process and procedure;
- microbiological testing of the system, in accord with the risk assessment e.g. every six months;
- annual chlorination of the water system; and
- the Legionella risk assessment to be reviewed at least every two years by a competent person.

ARRANGEMENT 20: WORK & LIFTING EQUIPMENT

Statutory inspections

Regular inspection and testing of school equipment is conducted by appropriate contractors. Records of such monitoring will be kept in / by Office Manager.

Premises Manager is responsible for identifying all plant and equipment in an equipment register and ensuring that any training or instruction needs, personal protective equipment requirements are identified and relevant risk assessments conducted.

All staff are required to report to Premises Manager any problems found with plant/equipment. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

Curriculum areas

Heads of department are responsible for ensuring maintenance requirements for equipment in their areas are identified and implemented.

ARRANGEMENT 21(a): OUTDOOR PLAY EQUIPMENT

The use of external play equipment will only be used after a suitable and sufficient risk assessment has been completed. Equipment will be checked daily before use for any apparent defects, and Premises Manager will conduct a weekly visual inspection of the equipment. PE and Play equipment is subject to an annual inspection by Gymfix and repair and maintenance is completed by a qualified specialist contractor Gymfix.

Weekly recorded checks – play equipment

All play equipment **must** be visually inspected for any damage; this should be recorded with detailed action completed.

Operational play equipment inspections

Operational **Quarterly** Play Inspections **must** be undertaken by a qualified RPII Inspector.

Annual outdoor play equipment inspections

Annual Outdoor Play Inspection **must** be undertaken by qualified RPII Inspector.

Useful link: Register of Play Inspectors International

<http://www.playinspectors.com/>

Daily Recorded Site Inspections to ensure that visual checks completed and recorded:

play equipment is not damaged;

play equipment is free of algae, weeds etc.;

there are no potentially dangerous trees (e.g. broken or dead branches);

there are no accessible drains or damaged drainpipes;

sheds/storage areas are secured so children may not get unauthorised access

all rubbish has been removed – in particular sharps such as hypodermic needles;

dead animals are removed;

vermin control boxes are suitably stocked and have not been tampered with;

fences are intact and secure (including around ponds); and

no potentially hazardous plants have seeded into the area e.g. Nettles, Foxgloves.

Laburnum, bind weed or Chinese knotweed etc.

ARRANGEMENT 21(b): OUTDOOR AREAS

Grounds Maintenance

It is the schools policy that the seasonal trimming of hedges, grass areas and other foliage which may block or obstruct either the vehicle or pedestrian routes or street/pedestrian routes or lighting, and various other horticultural activities is carried out by competent people.

It is the responsibility of the Premises Manager in consultation with the Senior Leadership Team to:

- select a competent arboriculturist to manage the individual trees, shrub and perennial/annual plants;
- in particular to undertake a tree risk assessment to determine the health and safety of the trees; and
- production of risk assessments and safe systems of work, to include: working at height, control of substances hazardous to health, use of work equipment and movement of vehicles etc.

ARRANGEMENT 22(b): INDOOR AREAS

Staff toilets, drinking water, change and rest facilities, heating, ventilation, lighting, temperature, safe traffic routes and staircases are all covered in the document referred to below:

The Workplace (Health Safety Welfare) Regulations 1992

Please refer to link: <http://www.hse.gov.uk/pubns/books/l24.htm>

Premises Manager is responsible for the management of the building, including general day to day building issues, statutory compliance, and condition surveys.

Daily, weekly, monthly, termly, annual checks, inspections, safety tours are completed by Premises Manager and managed by Office Manager.

ARRANGEMENT 24: MANAGEMENT OF CONTRACTORS

All contractors used by the school shall ensure compliance with relevant health and safety legislation, guidance and good practice.

All contractors must report to school office where they will be asked to sign the visitors' book and wear an identification badge. Contractors will be issued with guidance on fire procedures, local management arrangements and vehicle movement restrictions.

Premises Manager is responsible for monitoring areas where the contractor's work may directly affect staff and pupils and for keeping records of all contractor work.

School managed projects

Where the school undertakes projects direct the Governing Body would be considered the 'client' and therefore have additional statutory obligations.

These are managed by Headteacher who will ensure that landlords consent has been obtained and, where applicable, all statutory approvals, such as planning permission and building regulations have been sought. This would include whether CDM⁶ regulations will apply.

To ensure contractor competency the school uses London Borough of Tower Hamlets registered contractors. These contractors have satisfied the Council that they understand and abide by health and safety regulations.

Contractors will be asked to provide risk assessments and method statements specific to the site and works to be undertaken. The school, contractor(s) and any subcontractor(s) involved will agree the risk assessment and safe systems of work to be used prior to works commencing on site.

ARRANGEMENT 25: PERSONAL PROTECTIVE EQUIPMENT

Personal Protective Equipment (PPE)

It is the schools policy to put in place all necessary safe systems of work, control measures and engineering solutions so that use of PPE is minimised.

Where PPE is needed it must be the most appropriate for the identified risk and it will only be issued where the risk assessment identifies that it will further reduce the level of risk as low as is reasonably practicable as PPE is recognised as a safeguard of last resort since it only protects the individual wearer.

Common Selection and Use of PPE

- PPE should be labelled to show what it protects against and is resistant to; and
- always use PPE according to the manufacturer's instructions.

The Personal Protective Equipment Regulations 2018 state that PPE on the market must be supplied with relevant information on:

- storage, use, maintenance, servicing, cleaning and disinfecting;
- the level of protection provided by the PPE;
- suitable PPE accessories and appropriate spare parts;
- limitations on use; and
- the obsolescence period for the PPE or certain of its components.

Ensure items of PPE used together are compatible with each other to ensure they continue to be effective against the risks.

Do not:

- reuse disposable PPE;
- leave contaminated work areas without removing the contaminated clothing in appropriate changing areas;
- store PPE in direct sunlight or in hot humid places as this can cause damage to some equipment; and
- Use PPE if it is damaged, heavily worn, unfit for use or past its usable protective life. You should dispose of it properly and replace it.

ARRANGEMENT 26: WORK EXPERIENCE

The school has a separate work experience policy which is regularly reviewed and updated. The Headteacher is responsible for managing and co-ordinating work related learning within the school following guidance contained in the LA guidelines for work experience and in accordance with the Quality Standard for Work Experience.

The school retains a duty of care for all students undertaking work experience and must ensure the placement is appropriate, therefore:

- All students are briefed before taking part in work experience on supervision arrangements and health and safety responsibilities.
- All placements (including private placements) are subject to pre-placement checks. No work experience placement will go ahead if deemed unsuitable.
- Where work placements form part of the vocational qualification offered by a FE college then the college is responsible for ensuring equivalent placement checks are conducted.
- Every student will receive a placement job description highlighting tasks to be undertaken and any necessary health and safety information which is passed onto the parent / carer.
- Arrangements will be in place to visit/monitor students during the placement.
- Emergency contact arrangements are in place (including out of school hours provision) in order that a member of school staff can be contacted should an incident occur.
- All incidents involving students on work placement activities will be reported to the placement organiser / CHSS at the earliest possible opportunity.

ARRANGEMENT 29: EMERGENCY PLANNING AND BUSINESS CONTINUITY

The school should have a separate emergency planning procedure, that includes coronavirus, a lockdown procedure that needs to be referred to in a separate document. It is important that the fire risk assessment has taken this into consideration.

ARRANGEMENT 30: HOUSEKEEPING

Housekeeping

The expectation is that all staff and others will play their part in maintaining a decent level of hygiene and housekeeping within the school.

Departments

Every employee is responsible for his/her own work area on a day-to-day basis. Bulky items should be broken down into manageable loads, where possible and put into the bins.

No waste materials may be placed in walkways or any fire escape route. Each manager is also responsible for the safety of his/her department, including housekeeping matters. Waste bins are provided for recycling and residual type waste. Bins should be emptied on a daily basis.

Kitchenettes

Every employee is required to observe basic housekeeping rules i.e. to clean and wash up crockery etc. after themselves.

Any spillage should be cleared immediately and reported as soon as possible to the Premises Manager who will arrange for the cleaning staff to undertake remedial action. Fridges/freezers/microwave ovens should be kept clean by the users and completely emptied each week.

Rest and Meeting Rooms

Rest room, meeting rooms - everyone is expected to apply general principles of good housekeeping in all areas. All walkways must be kept clear of obstructions or combustible materials or trailing cables. Combustible or flammable materials must not be stored in the Boiler/electrical intake rooms; only authorised persons are permitted access to these high risk areas.

Food Safety

Food items - all unwanted food/drink should be disposed of by its use-by/ best before date to prevent waste accumulation and to reduce the risk of contamination.

The school reserve the right to dispose of uncovered or other food/drink stored or found on the premises, if it is considered to be a hazard. Open containers should not be left lying around as it increases the risk from pests, such as fruit flies, flies, wasps and mice.

Germs

Germ

s are micro-organisms found everywhere that are capable of causing diseases. They are a part of everyday life and are found in our air, soil, water, and in and on our bodies. Some germs are helpful, others are harmful or *pathogenic*. Many germs live in and on our bodies without causing harm and some even help us to stay healthy. Only a small portion of germs are known to cause infection and illness. These micro-organisms can be in the form of bacteria, viruses, fungi, or larger parasites, such as threadworms and head lice.

Infection

Three things are necessary for an infection to occur:

Source: where is it coming from?

Susceptible person: what causes someone to get infected?

Transmission: How does it get to the person and spread to others?

Common Infections in Schools:

Flu, cold, Pinkeye⁷, strep throat, gastroenteritis, chickenpox, pinworms, allergies, diarrhoea, urinary tract infection, pinworms, hepatitis A, measles and the latest is coronavirus that has become a pandemic since March 2020 and caused school closures throughout UK.

People can become infected with germ

s and get sick with symptoms. Others can get the infection and show no symptoms, known as *asymptomatic*, but they can infect others.

It is important to understand the type of bug that is causing the infection to be able to control the infection. Latest information⁸ can be sought from:

⁷ <https://www.nhsinform.scot/illnesses-and-conditions/eyes/conjunctivitis>

⁸ <https://www.hse.gov.uk/>

<https://www.gov.uk/government/publications/covid-19-safeguarding-in-schools-colleges-and-other-providers>

PART 4: KEY PERFORMANCE INDICATORS

Key Performance Indicators

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 KPI's may be added here (CHSS will forward the model KPI's)

PART 5: CHECKLIST FOR SCHOOL HEALTH AND SAFETY POLICY

Item	Tick/comments
The draft policy was circulated to staff representatives for consultation	
The completed policy was sent to governors for approval	
The policy has been signed and dated by the head governor	
The policy was communicated to all staff	
The policy is communicated during the induction process	
The school has allocated a health and safety budget for the year	
The school has a named health and safety champion	
The school had the last health and safety audit on	
The school has a health and safety committee	
The school organises annual health and safety training for staff	
Health and safety inspections are done by	
Health and safety is on the agenda of all staff meetings	