

HEALTH AND SAFETY POLICY

Incorporating the Local Health and Safety Arrangements for:

- **WENNINGTON HALL SCHOOL**
- **MAINTANED SPECIAL SCHOOL**
- **00131**
- **LODGE LANE, WENNINGTON, LANCASTER, LA2 8NS**

This policy is based on the requirements of the Health and Safety at Work etc Act 1974 and associated Health and Safety and other Legislation. It should be read in conjunction with the Lancashire County Council's Health and Safety Management System which is held on the School's Portal.

*As a Community or Voluntary Controlled School the County Council is the employer. The Governing Body is responsible for the use of the premises. The Headteacher is responsible for the day-to-day implementation and management of health, safety and welfare within the school. The County Council, the Governing Body and the Headteacher should work in partnership to meet these responsibilities.

*As a Foundation or Voluntary Aided School the Governing Body is the employer and is responsible for the use of the premises. The Headteacher is responsible for the day-to-day implementation and management of health, safety and welfare within the school. The Governing Body and the Headteacher should work in partnership to meet these responsibilities.

(*NB Schools should delete the paragraph that is not applicable and this instruction prior to signing. This will allow all information and the signatures to fit on the front page to facilitate display)

As the person(s) with responsibility for the implementation and management of proper health and safety controls within the school, I/we will, as far as is reasonably practicable:

- provide adequate control of the health and safety risks arising from our work activities;
- provide and maintain safe plant and equipment;
- ensure all employees are competent to do their tasks and ensure the provision of adequate training;
- maintain safe and health working conditions;
- ensure safe handling and use of substances;
- review and revise this policy and arrangements as necessary at regular intervals, and, as a minimum, following each 5 yearly review by the county council;
- consult with employees on matters affecting their health and safety;
- provide information, instruction and supervision for employees;
- prevent accidents and cases of work-related ill health;
- comply with appropriate directions given by the county council on health and safety requirements;
- act in accordance with the relevant provisions in the Scheme for Financing Schools in Lancashire and the School Teachers Pay and Conditions Document".

Signed:	Signed:
	On behalf of the Governing Body

Headteacher's name: Mr G Berman	Chair of Governors name: Mrs L Brennan
Date: 10/01/2018	Proposed Review date: 01/09/2018

Responsibilities

The responsibility for implementation and management of proper health and safety controls within the school is that of:	Headteacher
The authorised member of staff with day-to-day responsibility for ensuring this policy is put into practice is (e.g. Health & Safety Co-ordinator):	Mr D Tuohy Health & Safety Officer
To ensure health and safety standards are maintained/improved, the following people have responsibility in their specific areas e.g. premises issues, fire safety and other emergencies, out-of-hours arrangements, educational visits:	Headteacher Mr D Tuohy Health & Safety Officer Mr D Crow Head of Care Mr P Wealleans Deputy Head Mrs S Thwaite Admin Manager Mr R Snell Site Manager Mr N Woodcock Governor
The Health & Safety objectives * for the school (as identified by accident/incident investigation, consultation, review of risk assessments, health & safety management support and audit visits; advice from the county council etc. or other sources e.g. DCSF, Teachernet, other schools, the HSE) will be developed and monitored by:	Governing Body Headteacher Mr D Tuohy Health & Safety Officer Mr D Crow Head of Care Mr P Wealleans Deputy Head Mrs S Thwaite Admin Manager Mr R Snell Site Manager
<p>All employees within the school have a responsibility to:</p> <ol style="list-style-type: none"> 1. Co-operate with the Headteacher and his/her nominated representatives on all matters relating to health and safety; 2. Not interfere with anything provided to safeguard their health and safety; 3. Take reasonable care of their own health and safety, and not knowingly place anyone who may be affected by their work activities at risk; and 4. Report all health and safety concerns to an appropriate person (as detailed in this policy statement). 5. The Conditions of Employment of Teachers provide that teachers' professional duties include maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere. 	

* Health & Safety objectives should be set for improvements in the management of health & safety within the school. These can be formal or informal objectives e.g. within the School Development Plan or in the minutes of Governors or Staff meetings respectively. Any actions arising from those objectives should be documented e.g. as an action plan, and monitored to ensure they are achieved.

Examples of objectives might be:

- a % reduction in accidents will be achieved by changes to playground supervision;
- a revised procedure for dealing with contractors on site will be devised and implemented;
- revised arrival and departure arrangements will be put in place to separate vehicles and pedestrians on school grounds;
- raising health & safety awareness by using the County Council's e-learning courses.

Health and Safety Risks Arising from Work Activities

I/we will ensure that so far as is reasonably practicable, all areas of risk are assessed and adequate control measures are put in place to ensure the health and safety of all employees, pupils, contractors, non-employees and anyone else affected by the school's activities.

Risk assessments will be undertaken by: Risk assessments will be undertaken prior to the introduction of any new work tasks / activities that pose a significant risk to health and safety.	Mr D Tuohy Health & Safety Officer
The significant findings of risk assessments will be reported to:	Mr D Tuohy Health & Safety Officer Mr R Snell Site Manager Mrs S Thwaite
Action required to remove/control risks will be approved by:	Headteacher Mr D Tuohy Health & Safety Officer
The responsibility for ensuring the action required to reduce risks is implemented is that of:	Mr G Berman Interim Headteacher Mr D Tuohy Health & Safety Officer
Checking that implemented actions have removed/reduced the risks is the responsibility of:	Headteacher Mr D Tuohy Health & Safety Officer
Risk Assessments will be reviewed regularly (3 yearly is the minimum review period recommended for task risk assessments and 5 yearly for COSHH assessments) or in the event of any significant changes. Responsibility for this rests with:	Headteacher Mr D Tuohy Health & Safety Officer Mr N Woodcock Governor

School's Commitment

To meet the requirements of this Policy Statement, the Headteacher/Governing Body and/or his/her/their nominated representative(s) will:

- a) draw up and implement appropriate health & safety procedures for the school;
- b) share appropriate elements of these procedures with all employees, pupils, visitors and anyone else who may be affected by them;
- c) arrange for risk assessments to be completed for all areas of work and review them on a regular basis;
- d) as part of the risk assessment process, produce safe systems of work where necessary and arrange for their implementation including any appropriate training, resourcing, auditing and monitoring;
- e) identify adequate resources for the implementation of the health and safety policy and arrangements with the school;
- f) comply with appropriate directions given by the county council on health and safety requirements; and,
- g) act in accordance with the relevant provisions in the Scheme for Financing Schools in Lancashire and the School Teachers Pay and Conditions Document.

The school will, upon request, make available for general inspection specific, procedures and documentation and will regularly review its arrangements in respect of the applicable topics and activities listed in the table at the end of this Policy document.

(The list in the table at the end of this document is not comprehensive - some hazards may not apply to your premises and there may be additional hazards that are not listed in the table. Please add any additional hazards to the list or remove any that do not apply. You should delete this paragraph once you have done this.)

Consultation with employees

The school recognises and accepts its duty to consult with employees and will do so via a union-appointed safety representative and/or through elected employee representatives where union appointed representatives are not available.

Employee representative(s) for the school are:	Mr D Tuohy Health & Safety Officer
Consultation with employees is provided via:	Weekly meetings with Health & Safety Officer/Site Manager/Mrs S Thwaite/SLT

Safety Representatives

The school recognises and accepts that safety representatives must be given the paid time necessary to carry out their functions, and paid time as is necessary to undergo training in those functions, as is reasonable in the circumstances.

Safety Representatives functions are to:-

- Investigate potential hazards and dangerous occurrences at the workplace, and complaints by employees relating to health, safety and welfare at work, and examine the causes of workplace accidents.
- Make representations to the Headteacher/Governing Body on the above investigations, and on general matters affecting the health and safety of the employees they represent.
- Inspect the workplace.
- Represent employees in dealings with health and safety inspectors.
- Attend health and safety committee meetings.

Safe Plant and Equipment

The school will ensure that all plant and equipment that requires maintenance is identified, that maintenance is carried out and that new or second-hand plant and equipment meets any required health and safety standards before it is purchased.

Responsible person(s) for identifying all equipment/plant needing maintenance:	Headteacher Health & Safety Officer Site Manager Administration Manager
Responsible person(s) for ensuring effective maintenance procedures are drawn up:	Headteacher Health & Safety Officer Site Manager Administration Manager
Responsible person(s) for ensuring that all identified maintenance is carried out:	Headteacher Health & Safety Officer Site Manager Administration Manager
Any problems found with equipment should be reported to:	Health & Safety Officer Site Manager Administration Manager
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	Headteacher Health & Safety Officer Site Manager Finance Officer Administration Manager

Information, Instruction and Supervision

The Health and Safety Law poster* is displayed at: Wennington Hall School	Staff room Front Reception
Health and safety advice is available from:	Mr D Tuohy Health & Safety Officer

Induction, supervision of trainees/work placements etc. will be arranged/undertaken/monitored by:	Mr D Tuohy Health & Safety Officer Line Managers Administration Manager Site Manager SLT
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* It is a legal requirement to display the Health & Safety Law Poster in a prominent position in each workplace e.g. in the school's Reception area, or to give employees a copy of the Health & Safety Law leaflet.

Competency for Tasks and Training

The school has arrangements in place to ensure that all new employees are provided with appropriate health and safety induction training when they start work. This will cover basics such as first aid and fire safety. Specific on the job and job specific health and safety training will also be provided if needed to achieve the required competency. Training provision will include regular refresher training where appropriate. Write down your arrangements for training here including arrangements for record keeping.

Induction training will be provided for all employees by:	Mr D Tuohy Health & Safety Officer
Job specific training will be provided by:	Line Managers
Jobs requiring specific health & safety training are:	Whole School teams via Mandatory training e-learning INSET Training Days Line Managers
Training records are kept at/by:	Mrs L Ashworth in Reception
Training will be identified, arranged and monitored by:	Headteacher Senior Management Line Managers

Accidents, First Aid and Work-related Ill Health

The school acknowledges the legal requirement to:

- Ensure that there is a recognised system in place to deal with the reporting, recording and investigation of incidents and accidents.
- Ensure that there is a recognised system in place for reporting work related injuries, diseases and dangerous occurrences under the RIDDOR Regulations.
- Provide appropriate first aid arrangements for employees and anyone attending the premises that may be affected by the school's activities.
- Provide health surveillance for any employees who may be **at risk** of ill-health as a direct result of work activities, and has made appropriate arrangements to deal with this issue.

The first aid box(es) is/are available:	Reception, Staffroom, Snr Managers Office, PE department
The first aider(s) and appointed person(s) is/are:	Jonathan Close Joe Clegg Louise Chadwick Peter Brennand
All accidents and cases of work-related ill health are to be reported to:	Headteacher Health & Safety Officer Administration Manager
*Health surveillance is required for employees doing the following jobs within the school: Waking Watch	Mr T Sykes (disabled - upper limb)
Health surveillance will be arranged by:	Headteacher Health & Safety Officer
Health surveillance/records will be kept by/at:	Health & Safety Officer

Performance Monitoring

The school acknowledges its requirement to monitor the health and safety of employees and anyone who may be affected by its work activities and has

appropriate arrangements in place to fulfil this requirement and to keep records.

To check our working conditions and ensure our safe working practices are being followed, we will: Monthly meetings with Site Manager, members of the governing body and Health & Safety Officer	Headteacher Mr D Tuohy Mr R Snell Mrs S Thwaite
Conduct workplace inspections. These are carried out by:	Mr D Tuohy Health & Safety Officer/Mr N Woodcock Health & Safety Governor
Review all risk assessments regularly (3 yearly is recommended for task risk assessments and 5 yearly for COSHH assessments) or in the event of any significant changes.	Mr D Tuohy Health & Safety Officer
Responsible person(s) for investigating accidents - e.g. road traffic accidents, slips, trips and/or falls accidents etc. before requesting assistance from the Health, Safety and Quality Team if necessary:	Mr D Tuohy Health & Safety Officer Mrs S Thwaite (Riddor Reporting)
Responsible person(s) for investigating work-related causes of sickness absences:	Headteacher Mrs S Thwaite (Personnel Officer)
Responsible person(s) for acting on investigation findings to prevent recurrences:	Headteacher Mr D Tuohy Health & Safety Officer
Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:	Headteacher S Thwaite (Personnel Officer)

Emergency Procedures - Fire and Evacuation

The school acknowledges its responsibility for ensuring that appropriate emergency procedures are in place and that these are communicated to all concerned, including other users of the premises, and monitored on a regular basis.

Responsibility for ensuring the fire risk assessment is undertaken and implemented rests with:	Mr D Tuohy Health & Safety Officer
Escape routes are checked by/every: Weekly	Site Team/Ancillary Staff
Fire extinguishers are maintained and checked by/every: Annually	Walkers Fire Ltd/Mr D Tuohy Health & Safety Officer
Alarms are tested by/every: Weekly	Site Team weekly
The emergency evacuation procedure is tested by/every:	<i>Name, Designation and frequency</i> Health & Safety Officer

Responsibility for ensuring arrangements are in place to deal with other emergency situations e.g. bomb threat, flood, etc. rests with:	Headteacher
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Table of Occupational Health & Safety Topics/Activities that apply

Occupational Health & Safety Topic/Activity (This is not a comprehensive list. Please add any further topics/activities relevant to the school). Information and Guidance is available on the web site, link below: Health, Safety & Quality web site	Applicable (√)	Details of where information about the school's arrangements can be found
Accident Reporting, Recording and Investigation	✓	Health & Safety Officer
Bodily Fluids (urine; blood; faeces; vomit) & Biological Agents	✓	Health & Safety Officer
Catering	✓	Business Office
Cleaning/caretaking	✓	Site Manager
Control of contractors	✓	Business Office
Disability access (health & safety implications)	✓	Health & Safety Officer
Display Screen Equipment and Eye Tests	✓	Health & Safety Officer
Driving at Work	✓	Health & Safety Officer
Electrical Safety e.g. installations, PAT tests, visual checks, local policy on bringing electrical items into school etc.	✓	Business Office
Emergency Procedures other than Fire e.g. flood, services failure	✓	Business Office
Extended school and community use	✓	Business Office
Falling Objects/Safe storage	✓	Business Office
Fire Safety	✓	Health & Safety Officer
First Aid	✓	Administration Office
Gas safety e.g. installations, servicing, tests, visual checks, local policy on use of gas items in school etc.	✓	Business Office
Hot surfaces, scalds and burns	✓	Business Office
Health & Safety Induction (checklist available on web site)	✓	Business Office
Lettings to non-school groups	✓	Business Office
Manual Handling	✓	Site Manager
Minibuses	✓	Site Manager
Mobile phones (the use of)	✓	Business Office
Needles and needle stick injuries		Health & Safety Officer

Occupational Health & Safety Topic/Activity (This is not a comprehensive list. Please add any further topics/activities relevant to the school). Information and Guidance is available on the web site, link below: Health, Safety & Quality web site	Applicable (√)	Details of where information about the school's arrangements can be found
Personal safety including lone working and violence and aggression	✓	Health & Safety Officer
Play Equipment installations inspections	✓	Business Office
Playgrounds and external areas	✓	Business Office
Ponds and Water features	✓	Site Manager
Premises Management (see Premises Management Guidance & Records on Health & Safety web site)	✓	Business Office
Pupil moving and handling (special needs)		Head Of Care
Pregnant employees and nursing mothers	✓	Headteacher
Reporting of health & safety concerns/faults	✓	Health & Safety Officer/Site Manager
Shared use of buildings		N/A
Sharps e.g. broken glass either in school building or external grounds	✓	Site Manager
Slips and trips	✓	Site Manager
Stress	✓	Headteacher
Substances – COSHH	✓	Site Manager
Swimming pools		N/A
Vehicle and pedestrian traffic	✓	Site Manager/Health & Safety Officer
Visitor and volunteers safety		Business Office
Waste storage and disposal	✓	Site Manager
Water hygiene (Legionella, lead etc.) – a Legionella Risk Assessment should be in place as part of your premises management arrangements	✓	Business Office
Work equipment and machinery	✓	Business Office
Working at height – ladders, access equipment etc.	✓	Site Manager
Workplace Inspection	✓	Health & Safety Officer/Governor

Table of Non-Occupational Health & Safety Topics/Activities that apply

Curriculum and other non-occupational activities (information and guidance is available in various parts of the Schools Portal)	Applicable (✓)	Details of where information about the school's arrangements can be found
Administration of medication	✓	Head of Care
*Educational Visits	✓	Mr R Openshaw
Food safety and hygiene	✓	Mrs C Lewis
Outdoor activities	✓	Mr N Houghton
PE Equipment	✓	Mr G Dodds
Pupil handling and restraint	✓	DSL /Head of Care
Grounds maintenance activities	✓	Site Manager
Pupil movement and flow	✓	Care Team
School transport	✓	Headteacher/Finance Officer/Site Manager
Science (only where not covered by curriculum safety procedures set down in CLEAPSS)		Mr A Robinson Science Teacher
Smoking	✓	Headteacher
Special needs of pupils health & safety issues	✓	Headteacher
Stage and drama activities	✓	Headteacher
Supervision of pupils	✓	Headteacher
Technology rooms and equipment	✓	Mr P Thwaites/Mr P Wealleans
Wearing of jewellery	✓	Headteacher
Work experience	✓	Headteacher/Deputy Headteacher

The school will also take into account the risks, and make health and safety arrangements for, non-routine, out of hours, 'one-off', seasonal or sporadic activities for example special school and community events such as school fetes, etc.

Note: Educational Visits have a separate intranet site on the Schools Portal at [Educational Visits](#).