

HEALTH AND SAFETY POLICY

RESPONSIBILITIES

Overall responsibility for health and safety within the school is that of: **NOTE**

Ms K Jordan (Headteacher)
Mrs A Hosie (Health and Safety Governor)

Insert the name of the Headteacher and the Chair of Governors, (or the Governor with responsibility for health and safety).

Day to day responsibility for ensuring this policy is put into practice is delegated to:

Ms K Jordan (Headteacher)
Mr C McBeath Site Manager (Health and Safety Co-ordinator)

If the Headteacher is not always there, or does not have time to manage on a day-to-day basis, you can delegate this role to someone else, e.g. Deputy Headteacher, Head of Year, Premises Officer etc. Ensure that the person with overall responsibility is kept informed of health and safety matters – it will still be their overall responsibility

To ensure health and safety standards are maintained/improved, the following people have responsibility in the following areas:

Name: **Mr C McBeath Site Manager**
Responsibility: **(Health and Safety Coordinator)**
Responsibility: **Directors of Learning (Safe working Environment in their subject areas):**

Dr M Binding (Science)
Ms H Brohier (Design)
Ms K Draper (Communications)
Mrs S Witherwick (Humanities)
Mr P Thompson (Commerce)

Provide support to ensure resources for teaching are safe for use:
Mrs M Jauncey (Tech)

Delegate functions to people within your organisation either by specific areas within the workplace or by topic. Include their specific responsibilities in their job descriptions (if they have one).

Ensure that they are competent to undertake their health and safety responsibilities and have adequate resources to enable them to do their job properly.

It is important that responsibilities are clearly set out – this will make sure that if there are any health and safety concerns they can be reported to the right person, so they can be dealt with.

Specific responsibilities for head teachers, managers, heads of departments and staff can be found in Section 1 of the Children and Young People Service Health and Safety Policy and Guidance Handbook 2012 which can be found in the Site Manager's Office.

All employees have to:

- **co-operate with supervisors and managers on health and safety matters;**
- **not interfere with anything provided to safeguard their health and safety;**
- **take reasonable care of their own health and safety; and**
- **report all health and safety concerns to an appropriate person (as detailed in this policy statement).**

Employees have legal responsibilities to take care of the health and safety of themselves and others, and to co-operate with management to help comply with the law.

Equally, if employees have any concerns over health and safety issues, they should be clear about whom they should tell, so that concerns can be addressed.

ARRANGEMENTS

HEALTH AND SAFETY RISKS ARISING FROM OUR WORK ACTIVITIES

Risk assessments will be undertaken by:

**Mr C McBeath Site Manager
Directors of Learning and Educational Visit
Leaders.
All staff undertaking the activities.**

The findings of the risk assessments will be reported to:

**Ms K Jordan (Headteacher)
All staff**

Action required to remove/control risks will be approved by:

Ms K Jordan (Headteacher) and the staff member undertaking activity

The person responsible for ensuring the action required is implemented is

Ms K Jordan (Headteacher) and the staff member undertaking activity

Checks that the implemented actions have removed/reduced the risks will be carried out by:

Ms K Jordan (Headteacher) and the staff member undertaking activity

Assessments will be reviewed every:

In the event of an accident, annually or when the work activity changes, whichever is soonest.

NOTE

You must assess risks to the health and safety of anyone who may be affected by your work activities, so that you can weigh up whether you have done enough or need to do more to comply with the law.

You will find some examples of key areas that you should consider, at the end of this guidance.

You will need to involve a number of different people including your safety representatives and employees, to do the risk assessments.

You will need to record the significant findings of your risk assessments in a separate document. Your policy statement only records your arrangements for ensuring the assessments are done, and are kept up to date.

Once you have done your risk assessments, you must take the necessary action to remove or reduce the risk as far as is reasonably practicable.

You can find more guidance in HSE's free leaflets for example:

- Five steps to risk assessment INDG163 (rev1) 1998
- A guide to risk assessment requirements: Common provisions in health and safety law INDG218 1996

HSE Books Tel: 01787 881165.

www.hsebooks.co.uk

www.hse.gov.uk

Your **NYCC Safety Risk Adviser** will provide help and guidance on risk assessment and where applicable, the use of the Schools Health and Safety Risk Management Service risk assessment software package.

ARRANGEMENTS

CONSULTATION WITH EMPLOYEES

Employee Representative(s) are:

NOTE

You must consult your employees.

NAS/UWT vacant

If you recognise a trade union and that trade union has appointed a safety representative, you must consult them on matters affecting the employees they represent.

NEU post vacant

If you do not have trade unions, you must consult employees, either directly or through an elected representative.

VOICE Community - Mr T Connors

UNISON vacant

You may to use your works committee or another meeting as a forum for consultation.

Consultation with employees is provided by:

If you have a health and safety committee, you could list what it does, who is on it and how often it meets

SLT/ ELT meetings

Staff weekly briefing

Staff H&S Notice Board

Union Meetings

ARRANGEMENTS

SAFE PLANT AND EQUIPMENT

Identifying equipment/plant, which will need maintenance is the responsibility of:

**Mr C McBeath Site Manager
NYCC/CPLU
Grounds Maintenance contractor.**

NOTE

You will need to ensure that all plant and equipment (e.g. ladders, electrical equipment, machinery guarding) that requires maintenance (e.g. checks, servicing, thorough examinations) is identified and that the maintenance is done.

Ensuring effective maintenance procedures are drawn up is the responsibility of:

**Mr C McBeath Site Manager
NYCC/CPLU
Grounds Maintenance contractor.**

It may be worthwhile using a logbook to record the maintenance checks.

The person responsible for ensuring that all identified maintenance is implemented is:

**Mr C McBeath Site Manager
NYCC/CPLU
Grounds Maintenance contractor.**

When buying new or second hand plant and equipment, you must check it meets health and safety standards before buying it.

You can find more guidance in HSE's publication:

- Buying new machinery INDG271 1998

Problems with plant/equipment should be reported to:

**Mr C McBeath Site Manager
NYCC/CPLU
Grounds Maintenance contractor.**

Checking plant and equipment health and safety standards before purchase is the responsibility of:

**Mr C McBeath Site Manager
NYCC/CPLU
Grounds Maintenance contractor.**

ARRANGEMENTS

SAFE HANDLING AND USE OF SUBSTANCES

Identifying substances which need a COSHH assessment is the responsibility of:

Mr C McBeath Site Manager
NYCC/CPLU
Dr M Binding (Science)
Grounds Maintenance contractor.

The person(s) responsible for undertaking COSHH assessments is/are:

Mr C McBeath Site Manager
NYCC/CPLU
Dr M Binding (Science)
Grounds Maintenance contractor.

Ensuring that all actions identified in the assessments are implemented is the responsibility of:

Mr C McBeath Site Manager
NYCC/CPLU
Dr M Binding (Science)
Grounds Maintenance contractor.

The person responsible for ensuring that relevant employees are informed about COSHH assessments is:

Mr C McBeath Site Manager
NYCC/CPLU
Dr M Binding (Science)
Grounds Maintenance contractor.

Checking that substances can be used safely before they are purchased is the responsibility of:

Mr C McBeath Site Manager
NYCC/CPLU
Dr M Binding Subject Leader (Science)
Grounds Maintenance contractor.

Assessments will be reviewed in the event of an accident, annually or when the work activity changes, whichever is soonest.

NOTE

You must assess the risks from all substances hazardous to health. These are known as Control of Substances Hazardous to Health (COSHH) assessments.

You should do assessments on all substances you use (e.g. adhesives, paints, cleaning agents, solvents) and substances generated from work activities (e.g. dust, fume, vapour)

Your assessment should identify any health risks. If there is a risk, you should take steps to remove or control the risk.

You can find more guidance in:

- HSE's COSHH: A brief guide to the regulations INDG 136 (rev1) 1999 (free);
- COSHH essentials: Easy steps to control chemicals HSG193 1999 ISBN 07176 2421 8
- General COSHH Approved Code of Practice, Carcinogens ACOP and Biological Agents ACOP L5 1999 ISBN 0 7176 1670 3.

ARRANGEMENTS

INFORMATION, INSTRUCTION AND SUPERVISION

The Health and Safety Law poster is displayed at:

In the kitchen
Staffroom Corridor
Site Manager's Office

NOTE

The Health and Safety Information for Employees Regulations 1989 require employers to display a poster (or to provide leaflets) telling employees what they need to know about health and safety.

Health and safety advice is available from your NYCC Safety Risk Adviser:

Ms Chloe Rhodes

You are required to have access to competent advice, either in house or, if not available, external.

Supervision of young workers and trainees will be arranged/undertaken/monitored by:

Ms K Jordan (Headteacher)

If you have young workers and/or take on trainees or students on work experience, you will need to ensure that they are properly instructed and supervised.

You must also do specific risk assessments for young people – you need to take account of their inexperience, lack of awareness of risks and immaturity.

Ensuring that our employees working at locations under the control of other employers, are given relevant health and safety information is the responsibility of:

N/A

If your employees go to work for another employer on your behalf e.g. on secondment you will need to check that they are given relevant health and safety information for that location by that employer/company.

ARRANGEMENTS

COMPETENCY FOR TASKS AND TRAINING

Induction training will be provided for all employees by:

Mr C McBeath, Site Manager
Ms K Jordan (Headteacher)

NOTE

All employees must be given health and safety induction training when they start work. This can be combined with other useful information (e.g. pay, leave and hours of work). It needs to cover basic health and safety such as first aid and fire safety.

Job specific training will be provided by:

Line Managers
Directors of Learning
Contracted training agencies

Employees will need job-specific training, which includes the health and safety aspects of the job.

Specific jobs requiring special training are:

Asbestos/Legionella training

You also have to provide health and safety training for people when risks change, or periodically, e.g. if skills do not get used regularly.

First Aid training

Some jobs will require additional special training (e.g. manual handling, driving etc.)

Fire Awareness training
Working at Height

You may wish to refer to your school development plan. It is important to keep records of training (even training you have provided in-house) to show that employees have received training.

Safe ladder use
MIDAS Training

You should monitor the training records, so that refresher training is given when necessary

Manual Handling
Educational Visit Training

NYCC Education Service has a commitment to provide health and safety training to Headteachers, Governors and Lead Officers etc. For further details of the courses available please contact:

Training records are kept at/by:

- Your EDA CYPS 01609 532864

Mr C McBeath Site Manager - in Health & Safety Management file in Site Manager's office

Dominic Passman – SCHOOL HANDS SERVICE 01609 532545

Training will be identified, arranged and monitored by:

Mrs S Witherwick, Assistant Headteacher

ARRANGEMENTS

ACCIDENTS, INCIDENTS, FIRST AID AND WORK-RELATED ILL HEALTH

Health surveillance is required for employees doing the following jobs:

Display screen assessments for computer operatives.

Health surveillance will be arranged by:

Mr C McBeath Site Manager
NYCC Occupational health dept.

Health surveillance records will be kept by/at:

In Health & Safety Management file in site manager's office

The first aid box(es) are kept:

Kitchen
Science classrooms Rms 16, 17,18
PE Office
First Aid Room
Site Manager's Office
Reception
Room 7 – Food tech
Room 9
Drama Studio
Bungalow

The first aiders are:

Mrs T Wardell
Mrs S Jaques
Mr P Couldwell
Miss H Tuffs
Mrs J Kay
Mrs D Clark
Mrs L Wray

All accidents and cases of work-related ill health are to be recorded in the accident book. The book is kept in the site manager's office

The person responsible for reporting accidents, diseases and dangerous occurrences to the NYCC Education Health and Safety section is:

Mr C McBeath, Site Manager

NOTE

Employees must receive health surveillance for certain work (e.g. work with lead, chrome, asbestos, noise, isocyanates and some chemicals). This will identify any health problems early on so that action can be taken before an employee's condition worsens. **Refer to NYCC Occupational Health - 01609 785780**

Your COSHH assessments should identify all areas and the type of health surveillance needed.

Your records should contain details of the employees, the health surveillance procedures, dates and conclusions. The health care professional doing the surveillance will hold the actual medical records, as these are confidential.

Providing immediate first aid can prevent minor injuries becoming major ones.

Recording accidents (even minor ones) means you can see whether you have a problem in a particular area

You must report accidents to: **NYCC Education Service Safety Risk Adviser 01609 532589**. Follow the procedures outlined in your Education Service Health and Safety Policy and Guidance Manual.

ARRANGEMENTS

MONITORING

To check our working conditions, and ensure our safe working practices are being followed, we will:

Document, inspect and test the following

Legionella
Asbestos
Termly governors H & S inspection
Sports/play equipment
School Hands Service
PAT testing
Fixed appliance electrical testing
Extraction fans
NYCC/CPLU Premises inspection
Gas and boiler rooms checked.
Lifts Maintenance
Lightning conductors
Stage Equipment
Intruder Alarm
Convectors and storage Heaters
Dust Extraction and Fume
Cupboards.
Fire fighting equipment
Fire alarms (Weekly & Quarterly)
Emergency lighting (annual)
CDT equipment (annual)

NOTE

You must be able to show that you are checking working conditions and systems of work, i.e. that you are monitoring health and safety.

You can do this both actively and reactively, i.e. before and after something goes wrong.

Actively - you or other appointed person can carry out inspections, have reports submitted to you by managers, do spot check visits, safety representative inspections, etc.

Trade union safety reps have the right to carry out inspections and investigate accidents.

Reactively - you can investigate any accidents or sickness absences that occur.

Investigating accidents is a useful way of reviewing your safety systems – ask yourself why the accident really happened and what you can do to stop it happening again.

The person responsible for investigating accidents is:

Ms K Jordan, Headteacher
NYCC's Health and Safety Dept

Similarly, if you have a number of employees absent because of similar ailments, this might mean there is a problem with their jobs causing ill health.

The person responsible for investigating work-related causes of sickness absences is:

Ms K Jordan, Headteacher
NYCC Occupational health

When you find out what went wrong – put it right.

The person responsible for acting on investigation findings to prevent a recurrence is:

Ms K Jordan, Headteacher
NYCC Occupational health

ARRANGEMENTS

ASBESTOS RISK MANAGEMENT

NOTE

The Responsible Officer for asbestos management is:

Mr C McBeath Site Manager

Responsible Officer - All schools must have a Responsible Officer to oversee the management of asbestos risk. This will usually be the Headteacher.

The Asbestos Risk Management file is kept in:

Site Manager's Office

Policy and Procedure - The yellow 'Asbestos Risk Management' file outlines NYCC policies and procedures for managing of risk arising from asbestos containing materials (ACM's)

Site plans showing the location of asbestos containing materials (ACM's) are kept in:

Site Manager's Office

Surveys - A type two survey of the premises should be available, with the location of ACM's identified on a site plan.

Ensuring that contractors are made aware of the location of ACM's and that they sign the relevant permit to work is the responsibility of:

Mr C McBeath Site Manager

A type three survey must be undertaken before any invasive construction/demolition work commences, unless it is absolutely certain that no ACM's are present in the work area.

Contractors - The location of ACM's indicated on the plan must be brought to the attention of all contractors coming on site. The permit to work confirming this fact must be completed by the contractor before work commences.

Asbestos risk assessments will be undertaken by:

Mr C McBeath Site Manager

Risk Assessment and Inspection - A risk assessment must be undertaken for all known ACM's. The level of risk will depend on the type of material, its location and its condition. Using the algorithm attached to the survey a visual inspection programme of ACM's must be set up. The risk assessment will help you to establish the necessary frequency of visual inspections.

Visual inspections of the condition of ACM's will be undertaken by:

Mr C McBeath Site Manager

Emergency Action - The 'Asbestos Emergency Action Plan' should be readily available and brought to the attention of all staff.

Records of the above inspections will be kept in:

Site Manager's Office

- If in doubt always seek immediate advice from your NYCC/CPLU area maintenance office.

ARRANGEMENTS

LEGIONELLOSIS MINIMISATION

The nominated person under the **NOTE**

NYCC Legionnaires Disease Risk Management Policy is:

Mr C McBeath Site Manager

Site Manager - The Directorate will nominate Site Manager. This will normally be the Headteacher.

Risk assessments detailing on-site tasks for the minimisation of *Legionellosis* risk are kept in:

Site Manager's Office

Risk Assessment - will be undertaken by Hertel (UK) Ltd. Documentation will then be provided to schools detailing any requirements for on-site monitoring/control tasks (typically temperature recording and flushing).

The person responsible for carrying out the on-site tasks set out in the above assessments is:

Mr C McBeath Site Manager

Site Operator - The site manager may nominate a member of staff (the site operator), to carry out the on-site tasks set out in the risk assessment.

Record showing that the above on-site tasks have been undertaken are kept in Site Manager's Office.

Records - Records of the on-site tasks must be maintained for monitoring purposes.

Changes - to water systems which may effect the level of risk, must be notified to the -

- **NYCC/CPLU Legionella Monitoring Officer 01609 785710**

Advice – Further advice is available from the above and in the NYCC Environmental Services publication 'Water Services Hygiene'.

ARRANGEMENTS

WORK AT HEIGHT

All work at height in the school must be authorised by:

Mr C McBeath Site Manager

NOTE

Authorisation - A designated duty holder should be responsible for authorising work at height in the school.

Risk assessments for working at height are to be completed by:

Mr C McBeath Site Manager

Risk Assessments - must be in place for all tasks involving work at height were there is a significant risk of injury. These assessments may be generic for repetitive tasks

Equipment used for work at height is to be checked by and records kept in:

Mr C McBeath	School Management File
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Training records for persons carrying out work at height are kept:

Health & Safety Management file in Site Manager's office Mr C McBeath Site Manager

Equipment - A competent person must periodically check all equipment used for work at height. Documentary evidence of checks should be maintained.

Training - should be undertaken by all persons carrying out work at height. As a minimum, relevant staff should be briefed using the HSE 'A Toolbox Talk on Ladder and Stepladder Safety'.

You can find more guidance in the following HSE publications:

- Safe Use Of Ladders And Stepladders (an employers guide) INDG402 ISBN 07176 6105 9
- A Toolbox Talk on Ladder & Stepladder Safety INDG403 ISBN 07176 6106 7
- Tower Scaffolds CIS10(rev4)

Further advice on work at height can be obtained from your NYCC Safety Risk Adviser

ARRANGEMENTS EDUCATIONAL VISITS

Off-site educational visits must be authorised by:

Ms K Jordan, Headteacher

The Educational Visits Co-ordinator is:

Mrs S Jaques

Risk assessments for off-site visits are to be completed by:

Visit leaders

The Guidelines for Educational off-site Visits for Schools are kept in:

Mrs Jaques' office

Details of off-site activities are to be logged onto the NYCC database by:

Mrs S Jaques

NOTE

Authorisation - A system must be in place to ensure no parties leave the school without the appropriate authority.

EVC - All schools must appoint an Educational Visits Co-ordinator to support visit organisers and ensure that the NYCC Guidelines are followed

Risk Assessment - must be in place for all off-site visits These assessments may be generic for certain activities such as coach transport but must be site specific with regard to the hazards present at a given venue.

NYCC Guidelines – A copy of the off-site visits code of practice and guidelines must be available in the school.

Database – All off-site visits must be logged onto the NYCC notification database, either as part of a rolling programme, or as an individual visit.

- Further advice can be obtained from the Educational Visits Consultant based at county Hall
Tel: 01609 535943

ARRANGEMENTS

EMERGENCY PROCEDURES – FIRE AND EVACUATION

The person responsible for ensuring that the fire risk assessment is undertaken and implemented is:

Mr C McBeath Site Manager

NOTE

You must carry out fire risk assessments, in the same way as you do general health and safety risk assessments.

For escape routes, extinguishers and alarms, you should state who checks, how often and where they are based.

Escape routes are checked by/every:

All staff	daily
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You need a routine in case of fire or emergency evacuation. You should test your alarms and emergency evacuation procedures regularly.

An emergency evacuation drill should be carried out each term and records maintained indicating that this has been done

Fire extinguishers are maintained and checked by/every:

Walker Fire Ltd	annually
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Alarms are tested by/every:

Mr C McBeath Site Manager	Weekly
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Emergency evacuation will be tested every:

Term

The Security Co-ordinator is:

Mr C McBeath Site Manager

APPENDICES

Copy of all risk assessments located in the Site Manager's Office.

Lone Working Policy located in the Site Manager's Office

School Events Policy located in the Site Manager's Office.

Fire Safety Policy located in the Site Manager's Office

First Aid and Medicines Policy located in the Site Manager's Office

Snow and Ice Policy located in the Site Manager's Office

Use of Chemicals Policy located in the Site Manager's Office

Missing Child Policy located in the Site Manager's Office

Intimate Care Policy located in the Site Manager's Office

Other School policies are available on the school website www.nidderdale.n-yorks.sch.uk

SOME KEY AREAS OF RISK

- Asbestos
- Chemicals
- Confined Spaces
- Construction work
- Contractors on site
- Display Screen Equipment (VDUs)
- Educational visits
- Electricity
- Excavations
- Falling objects/collapsing structures
- Fire and Explosion
- Legionella
- Machinery (including guarding)
- Manual Handling
- Noise
- Pressure Systems
- Radiation
- Slips, trips and falls
- Stress
- Substances hazardous to health
- High & low temperatures
- Transport
- Vehicles on site
- Vibration
- Violence to staff
- Work equipment
- Work-related upper limb disorders
- Working alone
- Work at heights
- Working environment

These are just some examples of key areas; this is not an exhaustive list. Look around your school to identify other risk areas. If any risks apply to your work activities, you will need to do risk assessments to check that you have removed or reduced the risk.

FURTHER GUIDANCE

There are many free health and safety leaflets and guidance booklets and priced publications available from:

HSE Books Tel: 01787 881165

HSE Book Website: www.hsebooks.co.uk

Health and Safety Information Services

Infoline Tel: 08701 545500

HSE Website: www.hse.gov.uk

FURTHER INFORMATION

Further advice on completing this health and safety policy document is available from your Safety Risk Adviser or contact:

Service Manager

SCHOOL HANDS SERVICE

North Yorkshire County Council

Safety Risk Management Unit

County Hall

Northallerton, DL7 8AE

Tel: 01609 532545

Fax: 01609 532543

E-mail: dominic.passman@northyorks.gov.uk