



Health, Safety and Wellbeing Policy

Adopted by Governors Date	Full Governing Body 20.10.22
Review Date (Annual)	September 2023
Policy / Procedure checked by Date	Stuart Allman / Avril Burrows September 2022

Pathfield School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This policy will support, promote and be applied with due regard to the requirements of the

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HEALTH AND SAFETY POLICY

SECTION 1: STATEMENT OF INTENT

The Governing Body of Pathfield 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 policy sets out how these duties will be conducted and includes a description of the school's organisation and arrangements for dealing with different areas of risk. Section 2 will establish specific responsibilities at all levels of the school's organisation. Section 3 will outline the specific arrangements put in place to manage these areas of risk and hence to meet the school's obligations under the law.

This policy will be brought to the attention of members of staff at induction, through regular staff meetings and a reference copy is available on the school's shared drive.

This policy statement and the accompanying organisation and arrangements will be reviewed annually.

Rosemary Mitchell

Chair for the Governing Body

Date: 20.10.22

Stuart Allman

Headteacher

Date: 20.10.22

SECTION 2: ORGANISATION

The Duties of the Governing Body

- To produce and regularly review the Health & Safety Policy for the school. This policy will reflect the requirements of the *Health and Safety at Work etc. Act 1974* by outlining arrangements to ensure, so far as is reasonably practicable, the health, safety and wellbeing of staff, students and others affected by the organisation.
- To monitor both compliance with, as well as the effectiveness of, this policy
- To provide adequate resources to meet the school's legal responsibilities as well as compliance with this policy.
- To assist the Governing Body in discharging its legal obligations, the school has appointed the Health and Safety Service as its 'competent person' as defined by the Management of Health and Safety at Work Regulations 1999
- The specific arrangements adopted will be guided by the Health and Safety Service's Health & Safety Arrangement Notes.

As a Governing Body, we must protect people from harm. This includes taking reasonable steps to protect our staff, pupils and others from coronavirus. A COVID-19 risk assessment (RA100) has been completed to help us manage the risk of COVID-19 and to protect people from harm in as far as is reasonably practicable.

We have identified and put in control measures on:

- work activities or situations which might cause transmission of the virus.
- those staff and pupils who could be at increased risk (vulnerable person's risk assessment)
- how likely it is that someone could be exposed.

Our RA100 risk assessment is advertised on the school's website.

The Duties of the Headteacher

The Head Teacher has day-to-day responsibility for health and safety management and will take all reasonable, practicable steps to secure the health and safety of students, staff and others using the school premises or participating in school sponsored activities.

In particular, the Headteacher will:

- Ensure that suitable and sufficient risk assessments of work activities are undertaken, that a written record of the significant findings of these assessments is kept and that these assessments are subject to regular review.

- Co-operate with the Governing Body to ensure that this policy and its associated arrangements are implemented and complied with
- Communicate the policy and other appropriate health and safety information to all relevant people including contractors.
- Report to the Governing Body on health and safety performance and to monitor both compliance with, as well as the effectiveness of, this policy.
- Ensure that the premises, plant and equipment are maintained in a safe and serviceable condition.
- Report to the Governing Body any significant risks or policy requirements which cannot be met within the establishment's budget.
- Identify the training needs of staff and hence ensure that they are competent to carry out their roles and are provided with adequate information, instruction and training.
- Ensure consultation arrangements are in place for staff and their trade union representatives.
- Monitor purchasing and contracting procedures to ensure health and safety is included in specifications and contract conditions.
- Receive reports from enforcement officers and advisory bodies and, where appropriate, take relevant actions to address issues raised.
- Promote a positive health and safety culture by leading by example.

Whilst overall *responsibility* for health and safety cannot be delegated the Headteacher may choose to delegate certain *tasks* to the Health & Safety Coordinator.

The role of Health & Safety Coordinator for the School has been delegated to Premises Manager.

The Duties of the Health and Safety Co-ordinator

The health and safety co-ordinator has the delegated task of assisting the Head Teacher discharge their duties in relation to day-to-day health and safety management.

To do this the health and safety co-ordinator will:

- co-ordinate and manage the risk assessment process for the school.
- co-ordinate general workplace monitoring inspections and performance monitoring processes and report findings to the Head Teacher and Governing Body
- coordinate records of external inspections and maintenance to plant or facilities and ensure that remedial actions identified are either addressed without delay or brought to the attention of the Governing Body if funds are not available.
- assist with the identification of training needs and training delivery across the school to ensure that staff are adequately instructed.
- collate accident and incident information and, when necessary, carry out accident and incident investigations.

- arrange periodic health and safety audits and liaise with the Headteacher and Governing Body in relation to findings and any associated remedial actions.

The Duties of Teaching Staff and Managers

The Teaching Staff and Managers have specific delegated tasks in relation to health & safety management within their departments/subject areas. They must ensure that:

- Risk assessments are undertaken for the work areas for which they are responsible and that identified control measures are implemented.
- Appropriate safe working procedures are brought to the attention of all staff via appropriate instruction and training and are enforced effectively.
- They take appropriate action on health, safety and welfare issues referred to them, informing the Head Teacher or Governing Body of any problems they are unable to resolve within the resources available to them.
- They carry out regular inspections of their area of responsibility and report / record these inspections to the Head Teacher or Governing Body
- All accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated.

The Duties of all Members of Staff

Under the *Health and Safety at work Act etc. 1974* all employees have general health and safety responsibilities. All employees 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. This also applies to volunteers who are under the control of the School.

Specifically, 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 arrangements at all times.
- Report all accidents and incidents in line with the reporting procedure.
- Not intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare.
- Report all defects in the condition of premises or equipment and any health and safety concerns immediately to their line manager.
- 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.

Pupils

Pupils, in accordance with their age and aptitude, are expected to:

- To exercise personal responsibility for the health and safety of themselves and others
- To observe standards of behaviour and dress consistent with safety and/or hygiene
- To observe all the health and safety rules of the school and, in particular, the instructions of staff given in an emergency
- Not wilfully misuse, neglect or interfere with facilities or equipment provided for their and others' health and safety.

Contractors

All contractors who work on the school premises are required to identify and control any risks arising from their activities and inform the Head Teacher of any risk that may affect the staff, pupils and visitors.

All contractors must be aware of this policy and the associated emergency procedures and comply with these requirements at all times.

In instances where the contractor creates hazardous conditions and refuses to eliminate them or take measures to make them safe, the Head Teacher will take such actions as are necessary to prevent staff, pupils and visitors being put at risk from injury.

SECTION 3: ARRANGEMENTS

Risk Assessment

The underlying process which informs safety management is risk assessment. Assessments of significant risks will be made with those persons responsible for the activity/area affected and the significant findings of these decisions will be recorded in writing. This will be achieved principally by amending and adopting the model risk assessments provided by the Health and Safety Service. Specifically, the model risk assessments amended and adopted in order to identify suitable risk control measures will be as follows:

- RA35 - Pupil Behaviour Risk Assessment
- RA32 - COSHH BHRA Hepatitis
- RA27 – Working at Height Risk Assessment
- RA26 – Hydro pool Risk Assessment
- RA24 – Security Safety Risk Assessment
- RA22 – Whole School Risk Assessment
- RA21 – Curriculum Activities Risk Assessment
- RA19 – Nursery Unit Risk Assessment
- RA16 - Moving and Handling Children and Young People
- RA11 – Kitchen Areas and Activities Risk Assessment
- RA09 – First Aid Needs and provision

- RA08 - Fire Risk Assessment
- RA04 – Cleaning, caretaking and maintenance tasks

Risk assessments are available for all staff to view and are held centrally in the Public Drive (P:\Information\). Wherever possible, affected staff will be included in the risk assessment process. Staff and other affected parties will be briefed in the risk assessment findings.

Risk assessment records will be reviewed at least annually. This will be identified on risk assessment record.

For full details relating to risk assessment arrangements, reference should be made to the HS47 Arrangements Note.

Other arrangements in alphabetical order:

Accident / Incident Reporting

All employee accidents must be reported to the Governing Body. This will be achieved by entering accident details onto the OSHENS on-line accident reporting system.

Accidents to pupils must be recorded on Behaviour Watch. Those accidents to pupils and members of the public which are work related, in that they have arisen out of a material defect or organisational failure, must also be reported to the Governing Body by entering accident details onto the OSHENS on-line accident reporting system.

Parents / carers will be notified immediately of all major injuries.

The Headteacher will investigate accidents and take remedial steps to avoid similar instances recurring.

All accidents which fall within the scope of the Reporting of Diseases Injuries and Dangerous Occurrence Regulations 2013 will be reported to the HSE via the OSHENS on-line accident reporting system. This will be undertaken by the Devon Health and Safety Service.

For full details relating to accident reporting arrangements, reference should be made to the HS01 Arrangements Note.

Alcohol / Drugs

No Alcohol or illegal drugs should be consumed on the premises.

Asbestos

The arrangements for the management of asbestos on the site are detailed in the Asbestos Management Plan (AMP). This is located in the Premises Manager's Office.

The Asbestos Register is included within the Contractor Induction Pack held in main Reception and in Unit 14. There is also a copy of the Asbestos Register held in the Premises Manager's office and will be made available to all staff and contractors prior to **any** work commencing on the fabric of the building or fixed equipment. No work can commence until permission to work has been given by the authorising manager named in the AMP.

The authorising manager shall ensure:

- The AMP is reviewed annually and that any changes are approved by the Governing Body
- That the Asbestos Register is consulted at the earliest possible opportunity in the planning process and that **all** work on the fabric of the building or fixed equipment is approved via the completion of the ASB1 form and/or the Contractor signing-in sheet.
- A visual inspection of those asbestos containing materials remaining on site is conducted and recorded on the ASB2 form according to the frequencies identified in the AMP. Any subsequent changes to asbestos containing materials on site will be recorded in the Register.

All parties will ensure that any damage to materials known or suspected to contain asbestos should be reported to the Health and Safety Co-ordinator (role delegated to Premises Manager) at the earliest opportunity.

For full details relating to the management of asbestos, reference should be made to the HS04 Arrangements Note as well as the Asbestos Management Plan.

Communication and Training

Detailed guidance and information about health & safety issues can be found in the Health and Safety Service's Arrangements Notes which are located in the OSHENS Document Library. The Health and Safety Service also provide competent health and safety advice for school staff and can be contacted on 01392 382027 or on healthandsafety@devon.gov.uk

The Health and Safety Law poster is displayed in the Staff Room.

Health and Safety Training

All employees will be provided with:

- induction training in the requirements of this policy
- updated training in response to any significant change
- training in specific skills needed for certain activities as identified by the relevant risk assessment.
- refresher training where required.

Training records will be kept on SIMS, under the individual staff personnel file by the School Business Manager. The Health and Safety Co-ordinator is responsible for co-ordinating health and safety training needs. This includes a system for ensuring that refresher training is undertaken within the prescribed time limits.

Each member of staff is also responsible for drawing the relevant 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. All employees shall undertake work tasks as instructed and trained.

For full details relating to staff training, reference should be made to the HSA55 Training Arrangements Note.

Consultation

Consultation on day to day matters will be achieved by initial discussions with the Health and Safety Co-ordinator or Head Teacher who will provide feedback at the daily staff briefings or full staff meetings which are held at least once a term.

Members of staff with concerns should raise them initially with the Health & Safety Coordinator or Head Teacher. If required, requests for external advice should then be sought from the Health and Safety Service for concerns of employees which cannot be resolved locally.

Staff should feel free to contact the appropriate trade union appointed Safety Representative. The Governing Body welcomes the support of trade unions in health and safety matters.

For full details relating to staff consultation, reference should be made to the HS08 Arrangements Note.

Contractors

All contractors must report to Reception where they will be asked to sign the visitors' book and wear an identification badge. Contractors will be issued with guidance and requirements for safe practice whilst on site. Where necessary, contractors will also be requested to sign to confirm that they have read and understood the Asbestos Register. To ensure contractor competency, the Health and Safety Co-ordinator will undertake competency checks prior to engaging a contractor.

In respect of construction works, the Premises Manager has attended training to ensure that the client's duties under the Construction (Design & Management) Regulations 2015 have been understood and complied with. Specifically, the Premises Manager will ensure that any Designer/Principal Designer and Contractor/Principal Contractor is appointed in writing and will

ensure that a Construction Phase H&S Plan is in place prior to any works commencing on the site.

For full details relating to the control of contractors, reference should be made to the HS07 CDM Arrangements Note.

Curriculum Activities

Risk assessments for the significant hazards within curriculum activities will be carried out by the lead teacher using the appropriate Health and Safety Service's model risk assessments listed above.

For full details relating to the primary curriculum areas, reference should be made to the HS46 Arrangements Note.

Display Screen Equipment (DSE)

All staff who use computers daily for continuous spells of an hour or more, or a total daily time of 3 hours or more will have a DSE assessment carried out. This will be achieved by completing the OSHENS DSE online training and assessment.

Staff identified as DSE users are entitled to an eyesight test for DSE use every 2 years by a qualified optician and corrective glasses (if required specifically for DSE use) subject to a total cost of £45.00.

For full details relating to DSE, reference should be made to the HS12 DSE Arrangements Note.

Fire and Emergencies

The Head Teacher is responsible for ensuring that the fire risk assessment is undertaken using the RA08 document and controls implemented accordingly. The fire risk assessment is located in the Premises Manager's Office and held electronically on the shared drive and will be reviewed annually.

Fire and emergency evacuation procedures are detailed in the Fire Emergency Plan document which is located in the Premises Manager's Office as well as at intervals within all parts of the school. All staff will be briefed in the contents of this plan at induction and on an annual basis. This will be augmented by fire drills which will be undertaken termly. Evacuation procedures are also made known to all contractors / visitors.

The Premises Manager is responsible for ensuring that the school's Fire Log is kept up to date.

COVID-related staffing issues have been considered and are detailed within RA100

Procedures for other critical incidents and off-site emergencies are contained within the School's Emergency Management Plan which is located on the staff shared drive (R:\) and will be reviewed annually. Emergency contact and key holder details are held by the Head Teacher and Health and Safety Co-ordinator and also on the DCC Connect 2 database.

For full details relating to fire safety, reference should be made to the HS18 Fire Safety Arrangements Note.

First Aid

The school has risk assessed the need for first aid provision and the following first aid provision has been provided accordingly. A first aid needs assessment is in place and is reviewed at least annually. The first aid needs assessment meets the requirements of current legislation.

First Aid boxes are located in each teaching area as well as Reception. There is a responsible first aider nominated for each area of the school and they are expected to maintain first aid box stocks and replenish as necessary.

Refresher training is arranged by the CPD Co-ordinator and is reviewed at least annually.

COVID-related staffing issues have been considered under the Covid Risk Assessment RA100.

For full details relating to first aid, reference should be made to the HS19 First Aid Arrangements Note.

Hazardous Substances

Where it is consistent with the effective performance of the task in hand, every attempt will be made to choose the least harmful chemical possible.

The responsible manager shall ensure that:

- an inventory of all hazardous substances used within their area of responsibility is compiled and kept up to date
- Material Safety Data Sheets (MSDS) are obtained from the relevant supplier for all such materials
- risk assessments are conducted by the Health and Safety Co-ordinator to identify the safe working method and appropriate emergency procedures
- all chemicals are appropriately and securely stored out of the reach of children
- all chemicals are kept in their original packaging and never decanted into unmarked containers.

For full details relating to the control of hazardous chemicals, reference should be made to the HS10 COSHH Arrangements Note. **Legionella**

A water risk assessment for the school has been completed by Churchill's and they are responsible for ensuring that the identified operational controls are being conducted and recorded in the water hygiene log-book. This risk assessment will be reviewed where significant changes have occurred to the water system.

For full details relating to the control of legionella, reference should be made to the HS28 Legionella Arrangements Note.

Lettings/shared use of premises

The Governing Body will ensure that the hirer/tenant has public liability insurance and will share with the hirer/tenant all relevant School health and safety information. The hirer/tenant will be required to provide a copy of their risk assessment where their activities present a significant hazard either to the building itself or to the safety or health of the occupants within it.

Maintenance of Plant and Equipment

Regular inspection and testing of school equipment is conducted to ensure that work equipment is maintained in a safe and efficient state. Records of such monitoring will be kept by the Premises Manager. All staff are required to report any problems found with plant/equipment to the Head Teacher. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

The following specific statutory inspections and tests will be undertaken by a competent contractor:

- Annual gas appliance inspection and maintenance, to be undertaken by Cannings or other approved (SLoAC) Contractor
- Annual gas fixed heating plant inspection is undertaken by Zurich (Council's Insurer); maintenance is undertaken by Cannings.
- Annual gas tightness test, to be undertaken by Cannings
- Electrical installation inspection every 5 years by Cannings
- Passenger Lift inspection is undertaken quarterly by Zurich (Council's Insurer) and maintenance by Orona.
Lifting equipment every six months by Hill-Rom and Arjo (hoists, changing beds); Lecky (standing frames); Pluss (slings)

Portable Electrical Appliances

All staff will conduct a visual inspection of plugs, cables and electrical equipment prior to use. Defective equipment will be reported to the Premises Manager.

All portable items of electrical equipment will be subject to formal inspection and, where appropriate, a testing regime on an identified cycle dependent upon the level of risk associated with the particular appliance type. This

inspection and testing will be conducted by the school caretaker or the ICT Manager.

Personal items of equipment should not be brought into the school without prior authorisation and must be subjected to the same inspection process as school-owned equipment.

For full details relating to work equipment and electrical safety, reference should be made to the HS16 and HS58 Arrangements Notes.

Medication Arrangements

Arrangements for medication are detailed in the separate Administration of Medicines Policy, which is reviewed annually. A copy of this policy can be found on the Public Drive (P:\).

For full details relating to the administration of medication, reference should be made to the HS32 Medication Arrangements Note.

Monitoring

The Headteacher will put in place procedures to monitor compliance with the arrangements described in this policy. The central component of this process is the 3 yearly Health & Safety Review process undertaken by the Devon Health and Safety Service. Feedback from this process is to be referred to the Governing Body.

A general inspection of the site will be conducted at least once a term and be undertaken by the Premises Manager. Feedback from this process is to be referred to the Governing Body.

Other processes employed to monitor compliance with this policy and health and safety performance in general include:

- Review of Cyclical Maintenance Reports
- Training Audits
- Accident/Incident Reports
- Defect/Maintenance Request forms

For full details relating to monitoring, reference should be made to the HS05 Audit & Monitoring Arrangements Note.

Moving and Handling

The risk assessment of significant manual handling tasks is undertaken as described in the risk assessment section above. Staff engaged in these activities will be provided with information on safe moving and handling techniques and will receive specific training where the need is identified in the risk assessment.

All moving and handling of pupils will be risk assessed by Therapy Coordinator and other therapists and professionals as required and recorded in a specific Handling Plan for the individual concerned. The format found in the HS35 Arrangements Note will be used. All staff who move and handle students will receive appropriate training both in the controls listed in the Handling Plan and specific training on any lifting equipment that they may be required to use.

For full details relating to moving and handling, reference should be made to the HS34/35 Moving and Handling Arrangements Notes.

Offsite Visits

In line with the Outdoor Education, Visits and Off-site Activities Health & Safety Policy 2020, the DCC Educational Visit Adviser will be notified of all Category B and C visits via the Evolve online system.

All visits, external visits and off sites activities are included on the Evolve online system owing the nature of the school's pupils. For lower risk Category A visits the School's Educational Visits Co-ordinator, will check the documentation and planning of the proposed activity and initially approve the visit before referring to the Head Teacher for final approval.

For full details relating to educational visits, reference should be made to the Devon County Council Outdoor Education, Visits and Off-site Activities Health & Safety Policy 2020; this policy has been adopted in its entirety without changes by the Governing Body.

Personal Safety and Security

The school believes that staff should not be expected to put themselves in danger and will not tolerate violent / threatening behaviour to its staff. A separate specific Behaviour Policy is in place at the school.

Staff will report any such incidents on the OSHENS system in accordance with agreed accident/incident reporting procedures.

Working alone will be avoided wherever possible. Work carried out unaccompanied or without immediate access to assistance will be risk assessed by the Head Teacher in order to identify and implement control measures. The requirement to undertake a lone working risk assessment will also extend to working alone off-site where staff conduct home visits.

Staff working outside normal school hours must obtain permission of the Head Teacher.

Risk assessments will be reviewed annually or after significant change and recorded by amending the RA22 Risk Assessment.

Radon Gas

The school is not in a radon affected area; details of radon audit are included on Connect 2 database.

School Security

The Head Teacher is responsible for undertaking a risk assessment for site security in order to identify and implement control measures in this area. This will be reviewed annually or after significant change and recorded in the RA24B risk assessment document, using the Security Checklist as an aide memoir.

For full details relating to security and lone working issues, reference should be made to the HS31 Lone Working and HS50 Security Arrangements Note.

Stress/Wellbeing

The school is committed to promoting high levels of health and well being and recognises the importance of identifying and reducing workplace stressors through risk assessment in line with the HSE's management standards.

There are specific arrangements for responding to individual concerns through the school's open-door policy and monitoring staff workloads. The School Business Manager conducts return to work procedures following all absences and will refer to the Head Teacher where necessary.

The school buys back occupational health support through Torridge Occupational Medical Services and is also supported by HR-One for ongoing and persistent matters. Staff are also able to self-refer to Schools Advisory Service (SAS).

The school has in place performance management arrangements for all staff and there are supervision sessions arranged. Classes have time allocated for reflection each week, there is an after-school group which meets each week to support positive Mental Health.

Where appropriate, risk assessment findings will be recorded using the RA25 document.

For full details relating to staff wellbeing, reference should be made to the HS24 Health Issues for Staff Arrangements Note.

Work at Height

Work at height will be avoided wherever possible. Work carried out at height where a significant injury could result will be risk assessed by the relevant line manager in order to identify and implement control measures. Staff who work at height will be briefed in risk assessment findings. When working at height (including accessing storage or putting up displays) appropriate stepladders or kick stools are to be used. Staff *must not* climb onto chairs.

Formal training on work at height will be undertaken where the need is identified in the risk assessment process described above. It will be ensured that:

- all work at height is risk assessed and properly planned and organised.
- all those involved in work at height are trained and competent to do so.
- the use of access equipment is restricted to authorised users.
- access equipment is regularly inspected and maintained in a safe condition.
- access to fragile surfaces is properly controlled

For full details relating to the control of work at height, reference should be made to the HS60 Work at Height Arrangements Note.

Work Experience

If the school *hosts* a work experience placement, any significant hazards within the planned work tasks will be risk assessed and findings will be communicated to the student and their parents/guardians via the student's secondary school. This assessment will be recorded on the RA28 risk assessment document.