



HEALTH AND SAFETY POLICY

Incorporating the Local Health and Safety Arrangements for:

- **Fearn's Community Sports College**
- **Secondary**
- **14/108**
- **Fearn's Moss, Stacksteads, Bacup, Lancs, OL13 0TG**

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 Head Teacher 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 Head Teacher 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 Head Teacher is responsible for the day-to-day implementation and management of health, safety and welfare within the school. The Governing Body and the Head Teacher 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".

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Responsibilities

The responsibility for implementation and management of proper health and safety controls within the school is that of:	Head-teacher
The authorised member of staff with day-to-day responsibility for ensuring this policy is put into practice is: (Health & Safety Co-ordinator):	Candice Lucas
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	Candice Lucas, Lorraine Mitchell, Kieth Greenwood
The Health & Safety Objectives* for improvement for the school as identified by accident/incident investigation, consultation, review of risk assessments, H&S management support and audit visits; advice from the county council etc. or other sources e.g. DCSF, Teachernet, other schools, HSE. These will be tailored to meet the needs of the school by:	Candice Lucas
<p>All employees within the school have a responsibility to:</p> <ol style="list-style-type: none"> 1. Co-operate with the Head Teacher 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 each year for improvements in the management of health & safety within the school. Examples might be:

- a % reduction in accidents will be achieved;
- a revised procedure for dealing with contractors on site will be devised and implemented;
- a new approach to managing slips and trips will be developed.

These will relate to the issues within the school as identified by sources outlined above. The progress towards meeting the objectives should be monitored and reviewed throughout the year to ensure they are achieved.

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:	Candice Lucas & Lorraine Mitchell
The significant findings of risk assessments will be reported to:	Headteacher or Department Head
Action required to remove/control risks will be approved by:	Headteacher or Candice Lucas
The responsibility for ensuring the action required to reduce risks is implemented is that of:	Department Head
Checking that implemented actions have removed/reduced the risks is the responsibility of:	Department Head
Risk Assessments will be reviewed: annually or when an element of the work activity changes significantly, whichever is sooner; and when advised by the county council. Risk assessments will be undertaken prior to the introduction of a new element of work activity.	Department Head and/or Candice Lucas

School's Commitment

To meet the requirements of this Policy Statement, the Head Teacher/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; and,
- 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
- 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 below. *(The list below is not comprehensive - some hazards may not apply to your premises and there may be additional hazards that are not listed here Please add these to the list..)*

Occupational Health & Safety Topic/Activity Information and Guidance is available on the website, link below: Health, Safety & Wellbeing intranet site	Applicable (✓)	Details of where information about the school's arrangements can be found
Accident Reporting, Recording and Investigation	✓	Portal
Bodily Fluids (urine; blood; faeces; vomit)	✓	Portal
Catering	✓	Portal
Cleaning/caretaking	✓	School Business Manager
Control of contractors	✓	School Business Manager
Disability access – H&S implications	✓	School Business Manager
Display Screen Equipment and eye tests	✓	Portal
Electrical Safety	✓	Portal
Emergency Procedures other than Fire e.g. flood, services failure	✓	Portal
Extended school and community use	✓	School Business Manager
Falling Objects/Safe storage	✓	School Business Manager
Fire Safety	✓	School Business Manager
First Aid	✓	Portal
Gas safety	✓	Portal
Hot surfaces, scalds and burns	✓	Portal
Induction	✓	School Business Manager
Information communication	✓	School Business Manager
Lettings to non school groups	✓	School Business Manager
Management and other Health and Safety responsibilities	✓	Portal
Manual Handling	✓	Portal
Minibuses	✓	School Business Manager
Mobile phones – use of	✓	Portal
Monitoring	✓	School Business Manager
Needles and needle stick injuries	✓	Portal
Personal safety including lone working and violence and aggression	✓	Portal
Play Equipment installations inspections	✗	
Playgrounds and external areas	✗	

Occupational Health & Safety Topic/Activity (continued)	Applicable (✓)	Details of where information about the school's arrangements can be found
Ponds and Water features	✓	Portal
Premises Management	✓	Portal
Pupil moving and handling (Special needs)	✓	Portal
Pregnant employees and nursing mothers	✓	Portal
Reporting of H&S concerns/faults	✓	Portal
Risk Assessment and hazard identification	✓	Portal
Safety Committee	✓	School Business Manager
Safety Representatives	✓	School Business Manager
Security of premises	✓	Portal
Shared use of buildings	x	
Slips and trips	✓	Portal
Stress	✓	Portal
Substances – COSHH	✓	Portal
Swimming pools	x	
Temporary and supply staff	✓	School Business Manager
Training	✓	Portal
Transporting and storing chemicals	✓	Portal
Vehicle and pedestrian traffic	✓	Portal
Visitor and volunteers safety	✓	School Business Manager
Waste storage and disposal	✓	Portal
Water hygiene (Legionella, lead etc.)	✓	Portal
Work equipment and machinery	✓	School Business Manager
Working at height – ladders, access equipment etc.	✓	Portal
Workplace Inspection	✓	Portal

Curriculum and other non-occupational Health & Safety Topic/Activity (Information and Guidance available in various parts of the Schools Portal)	Applicable (√)	Details of where information about the school's arrangements can be found
Administration of medication	<u>√</u>	Portal
Educational Visits	<u>√</u>	Portal
Food safety and hygiene	<u>√</u>	Portal
Outdoor activities	<u>√</u>	Portal
PE Equipment	<u>√</u>	School Business Manager
Pupil handling and restraint	<u>√</u>	Portal
Grounds maintenance	<u>√</u>	Portal
Pupil movement and flow	<u>√</u>	Portal
School transport	<u>√</u>	Portal
Science (where not covered by curriculum safety procedures set down in CLEAPS)	<u>√</u>	Portal
Smoking	<u>√</u>	Portal
Special needs of pupils Health & Safety issues	<u>√</u>	Portal
Stage and drama activities	<u>x</u>	School Business Manager
Supervision of pupils	<u>√</u>	Portal
Technology rooms and equipment	<u>√</u>	Portal
Wearing of jewellery	<u>√</u>	School Business Manager
Work experience	<u>√</u>	Portal

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.

Also attention will be given to the health and safety responsibilities arising from the use of the school to provide Extended Services and the risks associated with Educational visits will be carefully assessed and appropriate health & safety arrangements put in place.

Note: Both these areas have separate intranet sites on the Schools Portal at [Extended Services](#) and [Educational visits](#).

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:	Candice Lucas & Lorraine Mitchell
Consultation with employees is provided via:	Weekly bulletin, staff handbook, staff room notices, PARS system and staff induction.

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 Head Teacher/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.

Is responsible for identifying all equipment/plant needing maintenance	Keith Greenwood
Is responsible for ensuring effective maintenance procedures are drawn up	Candice Burke
Is responsible for ensuring that all identified maintenance is carried out	Keith Greenwood
Any problems found with equipment should be reported to	Candice Lucas
Will check that new equipment meets any required health and safety standards before it is purchased	Candice Lucas

Information, instruction and supervision

The Health and Safety Law poster* is displayed at:	Main School Reception
Health and safety advice is available from:	Candice Lucas
Induction, supervision of trainees/work placements etc, will be arranged/undertaken/monitored by:	Candice Lucas and/or Department Head
Health & Safety in shared premises (where applicable)	The Head Teacher/Deputy Head or nominated representative will ensure that any employees working at locations under the control of other employers are provided with relevant information to ensure their health and safety.

* It is a legal requirement to display the Health & Safety Law poster in a prominent position in each workplace

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. Training provision will include regular refresher training. Write down your arrangement for training here including arrangements for record keeping.

Induction training will be provided for all employees by:	Line Manager
Job specific training will be provided by:	Line Manager
Training records are kept at/by:	Candice Lucas
Training will be identified, arranged and monitored by:	Candice Lucas and/or Line Manager

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:	Main Reception, Science & Technology rooms and with all first aiders
The first aider(s) and appointed person(s) is/are:	Keith Greenwood, Sharon Gretton, Jackie Leyland, Lisa Stead, Ruth Sinclair, Kieran Grimshaw
All accidents and cases of work-related ill health are to be reported to:	Candice Lucas, School Business Manager
Health surveillance will be arranged by:	Candice Lucas, School Business Manager
Health surveillance/records will be kept by/at:	Candice Lucas, School Business Manager

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.

<p>To check our working conditions, and ensure our safe working practices are being followed, we will:</p> <p>Conduct workplace inspections. These are carried out by:</p> <p>Review all risk assessments annually or in the event of any significant changes. This function is carried out by:</p>	<p>Candice Lucas, Lorraine Mitchell, Keith Greenwood</p>
<p>Is/are responsible for investigating accidents - e.g. road traffic accidents, slips, trips and/or falls accidents etc. before requesting assistance from the corporate Health, Safety and Wellbeing Team if necessary</p>	<p>Candice Lucas</p>
<p>Is/are responsible for investigating work-related causes of sickness absences.</p>	<p>Candice Lucas</p>
<p>Is/are responsible for acting on investigation findings to prevent recurrences.</p>	<p>Candice Lucas</p>

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.

<p>Responsibility for ensuring the fire risk assessment is undertaken and implemented rests with:</p>	<p>Head-teacher</p>
<p>Escape routes are checked by/every:</p>	<p>Keith Greenwood , weekly</p>
<p>Fire extinguishers are maintained and checked by/every:</p>	<p>External contractor annually</p>
<p>Alarms are tested by/every:</p>	<p>Keith Greenwood, weekly</p>
<p>The emergency evacuation procedure is tested every:</p>	<p>Termly</p>

Responsibility for ensuring arrangements are in place to deal with other emergency situations e.g. bomb threat, flood etc.

Headteacher