



Kirtlington
C.E. School

Health and Safety Policy

Reviewed and approved by: FGB

Policy Reviewed: November 2022

Future Review: November 2023

AIM

To establish and maintain a safe and healthy working environment to comply with the Health and Safety at Work etc. Act 1974 and subsequent regulations under the Management of Health and Safety 1999.

OBJECTIVES

- All employees and contractors have a legal obligation to work and act with due regard to the Health and Safety of themselves and others, to cooperate in complying with statutory duties, and not to intentionally or recklessly misuse anything provided by the school in the interests of health, safety and welfare.
- To take all reasonable precautions to protect people by reducing risks both on and off site.
- To take prompt and appropriate action in the event a hazardous situation developing, and of an accident and / or emergency occurring on or off site.

RESPONSIBILITIES

GOVERNORS

- To monitor the allocation of funds based on suitable and sufficient risk assessments.
- Prioritise health and safety matters within the School Improvement Plan.
- Purchase and maintain equipment to British and European Standards.
- Have health and safety as a standing item on the agenda of all meetings.
- Carry out regular inspections as outlined in the Governors' Handbook.
- Cooperate with the employer, Oxfordshire County Council (OCC) on matters of health and safety and ALL related H&S Policy documentation.
- Nominate a Governor with responsibility for health and safety.

HEADTEACHER

- As the '**responsible person**', the Headteacher is responsible for ensuring the health, safety and welfare of all the employees, pupils, visitors and contractors in their school. The responsible person may delegate such responsibility to nominated and **competent** person(s), but in delegating such responsibility and duty, the responsible person maintains overall leadership and management responsibility for ensuring, maintaining and evidencing compliance with the requirements of the Health and Safety policy.
- Line managing the Leadership Team.
- Allocating sufficient resources to meet health and safety priorities.
- Ensuring attendance on appropriate health and safety training courses (See the Learning Zone on Schools' Insite and/or contact the Health and Safety team for information on the training available).
- Liaising with the employer (OCC) over health and safety issues
- Regularly checking the Health and Safety toolkit/A-Z

- Ensuring good communications by including health and safety issues in staff briefings, bulletins, and meetings (recorded agenda/minutes).
- Organising and implementing termly inspections in consultation with Trade Union Safety Representatives and Governors
- Overseeing the completion of the arrangements and risk assessments for all on/off site activities.
- Ensuring that health & safety is a criteria for performance management/ appraisal scheme
- Formulate and implement a policy for the management of critical incidents
- Provide equipment and articles for the school that are adequate for their intended use, are correctly serviced and properly maintained in accordance with OCC guidance
- Is required to ensure that:
 - All office risk assessments are completed and reviewed
 - Visitors are registered, wear a badge and are briefed on the emergency procedures.
 - Hazard reporting and maintenance documentation is actioned
 - Timely Accident and Physical and Verbal Abuse report is completed on the online reporting system.
 - All appropriate risk assessments guidance and hiring documentation is completed for community use of the site
 - All community users are registered and made aware of emergency procedures.
 - All staff receive statutory fire awareness training annually and all other H&S training is regularly reviewed/refreshed as required.
 - Adequately trained first aid cover is available for on /off site activities and periodic checks are made of the first aid arrangements and containers
 - Include health and safety in all new employees' induction.
 - Undertake an annual health and safety training needs analysis of all employees
 - Monitor departmental documentation, risk assessments, practices, and procedures.
 - Review departmental coordinators risk assessments annually.
 - Organise the planned programmed maintenance of plant and equipment.
 - Arrange for the annual electrical testing programme.
 - Maintaining accurate records of all equipment and resources.
 - Purchase and maintain all equipment and resources to County Council prescribed standards
 - Carry out recorded termly fire drills, recorded weekly fire alarm tests, monthly checks of fire extinguishers/emergency lighting and maintain the Fire Safety Folder.
 - Staff within their control are adequately trained and/or instructed to perform their duties safely.
- Ensure that the school follows the County Council procedures when monitoring health and safety issues on-site regarding either County or school appointed

contactors.

- Carry out daily checks of the site and take appropriate remedial action.
- Prioritise and process the maintenance forms.
- Ensure all employees and contractors are fully briefed on health and safety site issues.
- Complete all relevant risk assessments.
- Carry out monthly water temperature and maintain the water hygiene documentation. Ensure the WHRA is current and identified actions are addressed to comply with L8 regulations.

LEADERSHIP TEAMS

- Produce health and safety risk assessment guidance and documentation as appropriate especially in Art, Design & Technology, ICT, Science, PE, and off-site activities.
- Ensure all hazardous equipment and materials are appropriately marked, assessed, maintained, stored, and used by a competent person.
- Advise colleagues on the completion of risk assessments and ensure they are carried out, reviewed periodically and recorded.
- Annually undertake training needs analysis for their teams.
- Ensure health and safety is a standing item on all agendas.
- Check that pupils are aware of health and safety issues and that these are being continually reinforced.
- Encourage and support employees in completing risk assessments for pupils giving cause for concern
- Ensure that QCA / HSE health and safety curriculum requirements are being delivered in lessons
- Support employees with personal safety issues including stress
- Ensure off site visits are approved and appropriately staffed

TEACHERS

- Teachers are responsible for the creation and completion of risk assessments for class based high risk activities and for educational visits.

ALL EMPLOYEES

- All employees to be familiar with the schools Health & Safety policy and other associated policies relative to the site
- Ensure that they work in a safe manner and without risking injury to themselves, pupils, other staff, or visitors
- Co-operate with their employer by adhering to the Health & Safety policy and related policies, advice, instructions, protocols, and procedures
- Report any unsafe practices including defects, accidents, near misses and hazardous situations

- Contribute to achievement, adherence to and improvement of Health & Safety standards
- Complete and refresh as necessary (and applicable to job role) all elements of H&S training; manual handling, working at height, slips, trips and falls, lone working, DSE, COSHH etc., as determined by the Headteacher
- Adhere to ALL the schools associated Health & Safety policies
- Use, but not misuse, items provided for your health, safety, and welfare
- Do not undertake unsafe acts
- Be familiar with the emergency action plans for fire, first aid, CIEMP and off-site issues
- Raise, without delay, health, safety, and environmental issues with pupils.

VISITORS, CONTRACTORS and PARENTS

- All visitors to the school will sign in at the school office and will be provided by a visitor badge to be worn for the duration of the visit and handed back to reception/school office on departure.
- Visitors will be escorted to the appropriate area of the school.
- All visitors to be made aware of site-specific health and safety/emergency procedures on arrival at the school.
- Contractors will be informed of hazards peculiar to this site, e.g., asbestos.
- Follow evacuation procedures in the event of an emergency.

PUPILS

- Behave in a way that does not put their health and safety at risk or that of others.
- Observe standards of dress consistent with good health, safety and hygiene practices as set out in the schools' uniform policy/school specific H&S Policy
- Follow ALL safety rules including the instructions from staff given in an emergency situation
- Use, but not misuse, things provided for health, safety and welfare.