



St Wenn School

Health and Safety Policy

Reviewed: November 2024

Date of next Review: November 2025

Headteacher: Mrs Grace Smith

Chair of Governors: Ms Alix Farquhar

Legislation

This policy is based on advice from the Department for Education on health and safety in schools, guidance from the Health and Safety Executive (HSE) on incident reporting in schools, and the following legislation:

- ▶ The Health and Safety at Work etc. Act 1974, which sets out the general duties employers have towards employees and duties relating to lettings
- ▶ The Management of Health and Safety at Work Regulations 1992, which require employers to make an assessment of the risks to the health and safety of their employees
- ▶ The Management of Health and Safety at Work Regulations 1999, which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training
- ▶ The Control of Substances Hazardous to Health Regulations 2002, which require employers to control substances that are hazardous to health
- ▶ The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013, which state that some accidents must be reported to the Health and Safety Executive and set out the timeframe for this and how long records of such accidents must be kept
- ▶ The Health and Safety (Display Screen Equipment) Regulations 1992, which require employers to carry out digital screen equipment assessments and states users' entitlement to an eyesight test
- ▶ The Gas Safety (Installation and Use) Regulations 1998, which require work on gas fittings to be carried out by someone on the Gas Safe Register
- ▶ The Regulatory Reform (Fire Safety) Order 2005, which requires employers to take general fire precautions to ensure the safety of their staff
- ▶ The Work at Height Regulations 2005, which require employers to protect their staff from falls from height

The school follows national guidance published by UK Health Security Agency (formerly Public Health England) and government guidance on living with COVID-19 when responding to infection control issues.

Schools with Early Years Foundation Stage (EYFS) provision add:

Sections of this policy are also based on the statutory framework for the Early Years Foundation Stage.

Statement of Health and Safety Policy

St Wenn School:-

1. Recognises its legal and moral responsibilities to persons who may be adversely affected by the school's activities.
2. Is committed to ensuring, by all reasonably practical means, the health, safety and welfare of its pupils, visitors, employees and contractors involved with its activities.
3. Will seek to ensure that its legal duties and policy objectives are complied with at all times.
4. Will ensure that all foreseeable risks associated with the school's activities are identified and removed or controlled through a process of risk assessment and management.
5. Will ensure that all employees are given such information, instruction and training as may be necessary to enable the safe performance of their duties.
6. Will seek to inform pupils' parents or carers of any health, safety or welfare issues relevant to their child or children.
7. Have detailed the arrangements for health, safety and welfare in the Organisation and Arrangements associated with this policy statement.
8. Will ensure, as far as is reasonably practical, that this policy statement and supporting documents are kept up-to-date. A formal review and re-adoption of this policy will be carried out by no later than Summer Term each year.

Responsibilities

It is recognised that individuals and groups of individuals have responsibilities for health, safety and welfare in the school. The individuals and groups identified below are expected to have read and understood the school's policies and procedures for ensuring health, safety and welfare and to conduct their duties in accordance with them.

The Employer

The Employer in this school is Cornwall Council. The Employer has the ultimate responsibility and must ensure that there are arrangements in place for the health, safety and welfare of pupils, staff, visitors and contractors.

Governors

The governors are responsible for ensuring that mechanisms and procedures are in place for health, safety and welfare but will delegate day to day responsibility to the Headteacher. The governors will receive regular reports to enable them, in collaboration with the Headteacher, to prioritise resources for health, safety and welfare issues. The governing board has a duty to take reasonable steps to ensure that staff and pupils are not exposed to risks to their health and safety. This applies to activities on or off the school premises.

The Governors have appointed a Safety Governor to receive information, monitor the implementation of policies, procedure and decisions and feedback to the Governing Board on health, safety and welfare issues.

The Safety Governor is Ross Savage



Headteacher

The Headteacher has responsibility for: -

Day-to-day management of all health, safety and welfare matters in the school in accordance with the Statement of Safety Policy including –

- Ensuring that regular health, safety and welfare inspections are carried out.
- Submitting regular health, safety and welfare reports to the Governors and the Employer.
- Ensuring that action is taken on health, safety and welfare issues.
- Passing on information received on health, safety and welfare matters to appropriate people.
- Carrying out accident investigations.
- Chairing the school Health and Safety Committee.
- Identifying and facilitating employee training needs.
- Liaising with governors, the employer and/or the Local Authority on policy issues and any problems in implementing the Safety Policy.
- Co-operating with and providing necessary facilities for trades union safety representatives.
- Providing necessary facilities for all employees to be consulted on health, safety and welfare matters.
- Ensuring that any contractor appointed to deliver services or carry out work is competent to do so.
- Monitoring contractors to ensure that the Health and Safety Policy is complied with.
- Take action where any contractor is found to be working in a manner which is considered to be unsafe.
- Ensuring that suitable risk assessments have been carried out for all activities where there is a significant risk.

Whilst responsibility for the above cannot be delegated, the function of carrying out these tasks can be delegated to other members of staff. In this school the following functions have been delegated to:-

Regular inspections: Rhian Roberts

Accident Investigation: Rhian Roberts

Employee training needs: Rhian Roberts

Contractor management: Rhian Roberts

Competent Health and Safety Advice

The school recognises that it must have access to competent health and safety advice.

The school's competent advisors are:

The Health, Safety and Wellbeing Services Team, Cornwall Council.

All Members of Staff

All members of staff have a general responsibility, as far as reasonably practical, to ensure the health, safety and welfare of themselves and others who may be affected by anything they do or fail to do. In particular members of staff have a responsibility for:-

- Checking that classrooms/work areas are safe.
- Checking equipment is safe before use.
- Ensuring safe procedures are followed.
- Ensuring protective equipment is used when needed.
- Participating in inspections and the Health and Safety Committee if appropriate.
- Bringing problems to the relevant leader's attention.

In addition, all members of staff have a responsibility to co-operate with the Employer on matters of health and safety.

Volunteers

Volunteers (such as parent-helpers, etc.) have a responsibility to act in accordance with the school's policies and procedures for health, safety and welfare and to report any incident or defective equipment to a member of staff immediately.

Volunteers are also expected to act only under the supervision of a qualified member of staff.

Organisation and Arrangements for Health, Safety and Welfare.

The following pages contain the specific arrangements and organisational details for ensuring that the school's Health and Safety Policy is fulfilled.

Procedure List

1. Arrangements for Supervision of Pupils
2. First Aid
3. Pupils with Medical Needs
4. Accidents/Incidents
5. Training
6. Risk Assessment
7. Fire
8. Electricity
9. The Control of Hazardous Substances
10. Display Screen Equipment
11. Work Equipment
12. Management of Contractors
13. Personal Protective Equipment
14. Working Alone
15. Violence

1. Arrangements for the Supervision of Pupils

Opening Times

The school will be open from: 8.00am for Breakfast Club and 8.45am for all other pupils.

School will close to pupils at 3.15pm unless attending a pre-arranged club or wraparound club. These arrangements apply on weekdays during term time. Between these times supervision will be provided. Pupils will not be allowed on site outside of these times.

Supervision arrangements

School opens at 8.45am and there is a minimum of one member of staff on duty on the playground from this time. Pupils are not allowed onto play equipment and are encouraged to wait calmly with their parents and avoid running around. A bell is rung at 8.55am and all classes are then open to pupils. A minimum of one member of staff is outside by the main gate until 9am when the gate is secured.

Playtime ratios are always less than 1:50 with additional staff deployed to support pupils with specific needs. There is a member of staff directed to focus on the climbing frame if this is in use. Walkie-talkies are provided for lunch times to assist communication. At the end of the school day Infant pupils are handed directly to their parents from the classroom door. Junior pupils are supervised by their teacher as they move to their parents. A list of pupils who have changed collection arrangements for the day will be held by teachers.

After school lettings

Unless specifically agreed in a Letting Agreement the school does not provide supervision for any groups using its facilities as part of a letting/hiring arrangement.

2. First Aid

Assessment of Needs

An assessment of first aid needs has been carried out and has identified that the following numbers of trained staff are required as a minimum:-

First Aid at Work Qualified 1

Emergency Aid Qualified 0

Paediatric First Aid Qualified 2

First Aid Co-ordinator 1 (offsite)

Rhian Roberts is responsible for overseeing the arrangements for first aid with the school. The First Aid Co-ordinator's duties include ensuring that:-

- First Aid equipment is available at strategic points in the school - each classroom and mobile packs for playgrounds.
- A sufficient number of personnel are trained in first aid procedures.
- First Aid qualifications are, and remain, current.

This person will also regularly check first aid logs for indications of recurrent or frequently reported types of injury.

First Aiders:

Grace Revill – Secretary

Clare Foley, Dan Bailey, Sarah Lush-Williams, Sam Bartlett, Grace Smith

Teachers Susan Stevens – Nursery lead/Paediatric first aid

Wendy Mackay, Juliana Bond – TAs

Paediatric first aid: Wendy Mackay, Juliana Bond, Grace Smith,

Sarah Lush-Williams, and Sam Bartlett First Aid at Work- Jo Ward

The first aiders listed above will provide first aid treatment for anyone injured on site during the school day. They will also provide, as appropriate, first aid cover for:-

- Trips and visits
- Extra-curricular activities organised by the school (e.g. sports events, after school clubs, parents' evenings, school organised fundraising events etc.)
- First aid cover is not specifically provided for:- Contractors or Events organised by third parties (fetes, evening clubs, etc.)

First Aiders are responsible for ensuring that First Aid Logs are completed for all treatment given and that the necessary details are supplied for the reporting of accidents (see Reporting of Accidents section).

Treatment of Injuries

The school will rely on the knowledge and experience of its trained first aiders in order to administer appropriate treatment to injured persons.

In emergency situations the first aider will call (or instruct another member of staff to call) 999 and request that an ambulance and paramedics attend.

Where there is any doubt about the appropriate course of action the first aider will be expected to consult with the Health Service Helpline telephone number: 111 And, in the case of pupil injuries, with the parents or carers.

Suspected Head, Neck and Spinal Injuries to Pupils

In the event of a suspected head, neck or spinal injury to a pupil it is the policy of this school, in addition to the normal first aid procedures, that the pupil's parent/carer is contacted and informed of the injury. The attending first aider, in consultation with the parent/carer, will decide the appropriate course of action in each case. The first aider will ensure that treatment is not delayed by difficulties in contacting the parent/carer.

In any case, where there is any doubt about the pupil's wellbeing, the first aider is expected to contact the Health Service Helpline for advice or phone for an ambulance as appropriate.

Other Significant Injuries

Any other serious injury will be notified to the parents/carers by the quickest means possible (normally by phone).

In addition to the procedures above the school will notify parents/carers of any other significant injury by way of a telephone and/or email message.

Records of notification by telephone to parent/carers will be kept by the person making the call. Copies of written notification are held in the office.

Escorting Pupils to Hospital

When it is necessary for a pupil to be taken to hospital they will be accompanied by a member of staff – unless the pupil's parent/carer is in attendance.

The member of staff will stay with the pupil until a parent/carer arrives and responsibility is transferred.

3. Pupils with Medical Needs

The school recognises that it has a responsibility to support pupils with medical needs. The school follows the Department for Education's guidance on managing medicines in schools and early years settings:- (https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/484418/supporting-pupils-at-school-with-medical-conditions.pdf)

Responsible Person

Grace Smith is responsible for ensuring that the arrangements below are effectively implemented and maintained.

Medicine in School

Medicines will only be administered at school when it would be detrimental to a pupil's health not to do so. The school will store and dispense medication to pupils as long as:-

- It is prescription medication which has been prescribed by a medical practitioner with written instructions for its use or
- It is non-prescription medication which has been supplied by the parent/carer with written instructions for its use and written parental consent has been given.

The school does not keep or dispense any other medication other than salbutamol for use with the emergency asthma kit (see below).

Medication brought into school must be clearly labelled with the pupil's name, dosage, method of administration and be in-date.

Medication will be available to identified pupils at all times of the school day.

Self-Management of Medication

In certain circumstances the school will allow pupils to manage their own medication. In each case this will be discussed with the parent/carer and appropriate health professionals - and an assessment of risk will be completed.

The assessment of risk will include an evaluation of the risk to the pupil and others through inappropriate use of the medication, loss of the medication or failure to take the medication.

Emergency Asthma Kits

This school's procedures for managing the use of the emergency asthma kit is based on Department of Health guidance:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/350640/guidance_on_use_of_emergency_inhalers_in_schools_September_2014_3.pdf

Members of staff authorised to dispense this medication have read the above guidance and have been given instruction in the recognition of the symptoms of an asthma attack and the appropriate procedures to follow.

The emergency inhaler contains Salbutamol and will only be available to pupils who have been

- diagnosed with asthma and prescribed an inhaler OR
- prescribed an inhaler as reliever medication.

In addition, parental consent must be obtained for use of the emergency inhaler.

The school keeps a register of pupils who have been diagnosed with asthma or prescribed a reliever inhaler. The emergency asthma kit will be stored and managed in the same way as any other prescription medication following the procedures above.

Storage of Medicine

Medicines will be securely stored in the School Office / Kitchen Fridge.

All medicines must be signed in the Medicines Log.

Any medicine given out or administered must be recorded in the Medicines Log.

Medicines can only be given out by Clare Foley, Kevin Beer, Sarah Lush-Williams, Sam Bartlett, Mandy Curtis,

Training

The responsible person will ensure that sufficient staff are suitably trained in the administration of medication and support of pupils with medical needs.

The responsible person will keep a record of all medical needs training.

Sharing of Information

The responsible person will ensure that relevant staff are made aware of any pupil's medical condition. This information will include, where appropriate:-

- Medical condition.
- Side effects of medication.
- Signs and symptoms.
- Modifications and allowances.
- Emergency actions.

The responsible person will also ensure that relevant information is shared with cover staff etc.

Individual Healthcare Plans

The responsible person will work with (or identify an appropriate member of staff to work with) healthcare professionals and parent/carers to establish effective healthcare plans where appropriate. Healthcare plans will be reviewed if there is reason to suspect that the plan is no longer appropriate and at least annually. A healthcare plan review can be initiated by the school, healthcare professional or the parents/carers.

Risk Assessment

In addition to the healthcare plan the school will carry out individual risk assessments for any pupil where the pupil's medical needs introduce new risks to an activity or increase existing risks. This will include (but may not be limited to) individual risk assessments for off-site activities, sporting activities and practical lessons.

Risk assessment for off-site activities, in particular, will include consideration of:-

- Access to medication.
- Appropriate storage of medication.
- Staff training in administration of medication.
- Emergency procedures.

Unacceptable practices

To prevent unacceptable practices the responsible person will ensure that:

- Pupils have access to their medication at all times during the school day or during educational activities off-site.
- Healthcare plans reflect the needs of the pupil and take into account the views of parents/carers and the advice of healthcare professionals.
- Every effort is made to ensure that pupils with medical needs are able to stay in school for normal school activities (including lunch) unless there is a specific reason detailed in their healthcare plan not to do so.
- If the pupil becomes ill; ensure that he/she is accompanied to the school office by an appropriate person.
- Pupils with medical needs are not penalised in their attendance record if their absences are related to their medical condition, hospital appointments, etc.
- Toilet, food and drink breaks are provided where necessary in order to manage a pupil's medical condition.
- Arrangements for administering medication do not include the need for parent/carers to attend school.
- Every effort is made to ensure that pupils with medical needs are able to take part in every aspect of school life including off-site activities, sporting events and practical lessons.

Complaints

Parents/carers are encouraged to contact Grace Smith if they are concerned or dissatisfied in any way with the support provided by the school for a pupil with medical needs.

If concerns cannot be resolved in this manner; parents/carers can follow the school's complaint procedure.

4. Accidents/Incidents

Reporting Officers

The following member of staff has access and authority to report accidents and incidents: Grace Smith

Members of staff are required to report all accidents/incidents to a reporting officer within a reasonable timescale.

Pupils are required to report all accidents/incidents to a member of staff.

The Reporting Officer will record incidents using the systems below.

Accident/Incident Reporting Systems

This school records all significant accidents and incidents using the Cornwall Council Online Accident Reporting System. A significant accident is:-

- Any incident resulting in an injury to a member of staff.
- Any incident resulting in an injury to a visiting member of the public.
- Any incident resulting in an injury to a contractor on the school site.
- Any incident resulting in an injury to a pupil which was (or might be) due to
 - The condition or layout of the premises or facilities.
 - The condition of any equipment in use.
 - The level (or lack) of supervision.
 - The level or quality instruction or training provided.
- Any “Dangerous Occurrence” as listed in the schedule to the Reporting of Injuries Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)
- Any “Occupational Disease” as listed in RIDDOR.

Further guidance on what should be reported is available through the Online System or the School Messenger website. Guidance is also available from the Health and Safety Executive on incident reporting in schools. There are different reportable injuries, diseases or dangerous occurrences depending on if they happen to school staff or non-school staff (including pupils and visitors).

Where the description of the accident/incident meets the criteria set out in RIDDOR a report will be sent to the Health and Safety Executive.

Any minor accident/incident which does not meet the above criteria will be recorded on a simple “Day-Log” which will be kept in the school.

We will notify the HSE within 15 days in cases of work-related injuries that lead to an employee unable to perform their duties for more than 7 days.

Near Misses

Where an incident occurs which could have resulted in injury – but didn’t – a record will be kept in a Near Miss Log.

The Near Miss Log is kept in the back of the First Aid logs.

The Near Miss Log will be reviewed periodically by the Health and Safety committee in order to identify any areas of concern which may require attention.

Reporting Timescales

Pupils will report accidents/incidents to a member of staff straight away if possible and in any case on the same day as the incident.

Staff will report accidents/incidents to a reporting officer straight away if possible and in any case on the same day as the Incident.

Reporting Officers will complete the online report usually within 48 hours and in any case within 7 days.

Accident/Incident Investigation

All incident reports will be reviewed by the Head Teacher who will decide if an internal investigation is necessary. Investigation reports will be entered onto the Online Accident Reporting System. Significant incidents (as determined by The Head Teacher) will be reported to the Health and Safety Committee. All reports submitted via the Online Accident Reporting System are reviewed by the Health, Safety and Wellbeing Services Team of Cornwall Council.

If deemed necessary the Health, Safety and Wellbeing Services Team will carry out an independent investigation of the accident/incident.

5. Training

Identification of Training Needs

The Health and Safety committee is responsible for carrying out the evaluation of training needs and presenting recommendations to the Governing Board.

Staff Responsibilities

Staff must attend health and safety training provided by the school.

6. Risk Assessment

The school will seek to identify all activities and situations where there is a likelihood of significant risk. Significant risks will be assessed and controls will be introduced to remove or reduce those risks.

Risk Assessment Process

The Headteacher is responsible for managing the risk assessment process and producing relevant reports for the Governors.

Copies of risk assessments are available from the Head Teacher.

Staff Responsibilities

All staff are required to support the risk assessment process.

Staff identified with responsibility for activities are required to carry out or lead the risk assessment process for those activities.

Safe Working Procedures

Where appropriate risk assessments will be used to develop safe working procedures. These safe working procedures will form the basis of the school's normal operating procedures. Copies of safe working procedures are available from Rhian Roberts.

7. Fire

Fire Officer

The person responsible for organising the school's fire precautions is the Head Teacher. Mandy Curtis will deputise when the Fire Officer is not present.

The Fire Officer is responsible for:-

- Arranging a fire evacuation drill at the beginning of the academic year and at least once every term (once per half-term where practical).
- Recording the significant results of the fire evacuation drills.
- Ensuring that the Fire Log is kept up-to-date (arranging fire alarm tests every week, emergency lighting every month, fire extinguisher checks, etc.).
- Ensuring that a fire risk assessment is carried out and kept up-to-date.
- Reporting to the Premises Manager / H&S committee on issues of significance.

All Staff

All staff are responsible for ensuring that pupils and visitors evacuate in an orderly and timely fashion in the event of the alarm sounding.

Staff are also responsible for ensuring that they:-

- Do not store combustible materials on escape routes or against sources of combustion.
- Do not leave fire doors wedged open.
- Do not misuse any equipment provided for fire safety.
- Report any defect in equipment provided for fire safety.
- Report any fire hazard.

Fire Fighting Equipment

Firefighting equipment has been positioned at appropriate positions around the site.

In accordance with the Regulatory Reform (Fire Safety) Order 2005 a number of staff have been given training in the use of firefighting equipment:-

Mandy Curtis

Evacuation and Registration Procedure

In the event of a fire or fire practice:

1. Class teachers / person in charge should take the children out through nearest available exit and assemble on the playground away from the building, facing the PE storage sheds.
2. Use the class list /numbers present to take a register to ensure all children in the class are with you. Report any discrepancy to the Headteacher or Fire Officer. Office staff to check all staff are present and report discrepancies to Headteacher or Fire Officer.
3. Remain with the children on the playground until you are told it is safe to move / return to school.
4. Other adults should check the following areas (if it is safe to do so) then proceed to the playground.
 - Reception and Nursery Staff: check Nursery toilet
 - Year 1/2 staff: check toilet / cloakroom area and library
 - Year 3/4 staff: check locker room
 - Year 5/6 staff: check upstairs toilet
5. Headteacher or secretary to telephone the emergency services.

Lunchtimes

Lunchtime supervisors to ensure all children are moved to playground.

Staff available to check toilets / cloakrooms / classrooms then meet the children on playground. Then follow instructions from 2 above.

Please ensure classroom doors and windows are closed (if possible).

Children should be silent to enable further messages / instructions to be relayed as quickly as possible.

Additional Information

- If the playground is not accessible, await further instructions from the Headteacher or Fire Officer.
- If there is a Personal Emergency Evacuation Plan in place for a specific child ensure one member of staff is assigned this role.
- If there is a bomb threat or major incident await further instructions.

8 Electricity

School Owned Portable Appliances

The school will undertake to inspect and test all its portable electrical appliances by a competent person on the following basis:- Annually

Tests will be carried out by Rhian Roberts' appointed company.

All test certificates will be kept in premises files in the Head's Office for the duration of the life of the appliance.

Personal and Privately Owned Portable Appliances

Personal items of electrical equipment should not be bought into school.

Rhian Roberts is responsible for keeping an up-to-date inventory of all relevant electrical appliances and for ensuring that all equipment is available for testing.

Rhian Roberts will advise the Coordinator who is also responsible for ensuring that a fixed wiring inspection is carried out for the premises.

9. The Control of Hazardous Substances

Hazard Assessment

All substances which may be considered hazardous to health under the Control of Substances Hazardous to Health (COSHH) Regulations 2002 have been assessed using Cornwall Council's COSHH Assessment Process. Schools are required to control hazardous substances, which can take many forms, including:

- ▶ Chemicals
- ▶ Products containing chemicals
- ▶ Fumes
- ▶ Dusts
- ▶ Vapours
- ▶ Mists
- ▶ Gases and asphyxiating gases
- ▶ Germs that cause diseases, such as leptospirosis or legionnaires

The exception to this is for substances and preparations used in Science – these substances and preparations are used in accordance with the Hazcards provided by the Consortium of Local Education Authorities for the Provision of Science Services (CLEAPSS). Emergency procedures, including procedures for dealing with spillages, are displayed near where hazardous products are stored and in areas where they are routinely used.

A central copy of COSHH assessments is kept by Grace Smith

Staff Responsibilities

Staff shall not use any hazardous substance without first having read the COSHH Assessment (or Hazcard in Science).

Staff shall inform the COSHH Coordinator of any new hazardous substance purchased in order that an assessment can be made prior to use.

COSHH Coordinator

Rhian Roberts is responsible for ensuring that, before any new substance/chemical is used, a COSHH assessment has been obtained from Cornwall Council.

The Coordinator is responsible for ensuring that COSHH assessments are seen and understood by those staff who are exposed to the substance/preparation. The Coordinator is also responsible for ensuring that any updated COSHH

assessments received are seen and understood by those who are exposed to the substance/preparation and that the COSHH file is kept up-to-date. The Coordinator is responsible for ensuring that COSHH assessments are also

obtained from contractors on site (both regular contracts such as cleaners and caterers and from builders, decorators, flooring specialists, etc.) where persons may be affected by their use of site or the storage of such substances/preparations may need to be controlled.

In addition, any hazardous substances or preparations being used by visiting artists, crafters, etc. must have appropriate COSHH assessments before being used in the school.

10. Display Screen Equipment

Workstation Assessment

Grace Smith is responsible for overseeing the assessment of all display screen equipment (DSE) used by people at work (i.e. excluding pupil workstations) to ensure that it is suitable for the task and complies with legislation and the relevant British Standards.

Equipment

Appropriate DSE equipment will be provided as identified by workstation assessments.

Eye Tests for Display Screen Equipment Users

All school employees who are defined as display screen equipment (DSE) users are entitled to a free eye test and a contribution towards the cost of specific glasses for use with DSE.

DSE users are defined as:-

- Members of staff who use display screen equipment as a significant part of their normal work
- Use DSE for continuous or near continuous spells of an hour or more at a time
- Use it in this way more or less daily
- Have to transfer information quickly to or from the display screen equipment
- A requirement to apply high levels of attention and concentration; or are highly dependent on DSE or have little or no alternative means of completing the work/task.

Agency staff and other people at work in the school should contact their own employer for details of arrangements that apply to them.

Any member of staff requesting an eye test should contact Sue Bowden for more information.

11. Work Equipment

Grace Revill is responsible for overseeing the purchase of all work equipment.

All work equipment must be purchased from a reputable supplier for the type of equipment that is required.

Before purchase consideration must be given to:-

- The installation requirements.
- The suitability for purpose.
- The positioning and/or storage of the equipment.
- Maintenance requirements (contracts and repairs).
- Training and use of the equipment.

Staff must not use new items of work equipment unless appropriate training has been given.

12. Management of Contractors

Rhian Roberts is responsible for overseeing the management of all contractors on site.

Selection of Contractors

The school will only select contractors to carry out work who have demonstrated:-

- Competence to carry out the work required (by way of training, knowledge and experience)
- Assessment of the risks associated with the work
- A safe scheme of work
- Appropriate management of the work
- Appropriate vetting procedures for their employees where appropriate
- Appropriate employers and public insurance.

Management of Contractors

Supervision of contractors will, to an extent, depend on the type of work being carried out:-

- New contractors or contractors visiting the site on a one-off basis will be directly supervised by a member of school staff.
- Term contractors or regular contractors to the site will only be allowed unsupervised access following appropriate checks and assurances from the employer.

All contractors will be required to carry visible identification.

Direct supervision will not be necessary where the area of work is physically separate from the school (for example: where there is construction on site).

Construction Works

For all construction works (other than minor maintenance works) the area under construction will be physically separated from the rest of the school and will be out-of-bounds to all non-construction workers except for the purposes of contract management.

13 Personal Protective Equipment

School Responsibilities

Personal protective equipment (PPE) will be supplied to control hazards only as a last resort – i.e. where the hazard cannot be removed or reduced to an acceptable level of risk by other means. Where provided the school has a duty to ensure that PPE is used effectively. Managers will be expected to monitor the use of PPE and enforce its use where necessary.

Assessment of Need

The need for PPE will be determined during the Risk or COSHH Assessment process. Where identified as necessary PPE will be provided without cost to staff or pupils.

Purchase and Storage of PPE

Sue Bowden will be responsible for the purchase of PPE ensuring that it is of the correct type, is suitable for the purpose and of the correct size to ensure that the fit is comfortable for the wearer and takes account of any health or medical conditions.

In addition, Rhian Roberts will ensure that suitable arrangements are in place for the storage, cleaning and replacement of PPE.

Staff and Pupil Responsibilities

When issued with PPE; staff and pupils are required to wear it correctly. Staff must take all reasonable precautions to ensure that PPE is stored and maintained properly.

14 Lone Working

It is recognised that, from time to time, it may be necessary for school staff to work in situations or locations which are remote from other members of staff. This will include staff working in the evenings, weekends or during the holiday in the school on their own. In such circumstances the school will assess the risk to these individuals and will introduce suitable controls to ensure that all risks are minimised. Any staff wishing to work outside normal school hours must have prior agreement/permission from the Head Teacher.

School Security

The Head Teacher is the appointed person who is responsible for the security of the site at the end of the day by ensuring that doors, windows, skylight etc. are secured.

Grace Smith and Rhian Roberts are responsible for carrying out checks of the premises during holiday periods.

School Staff/Governors Responding to Call-Outs

Staff nominated as out-of-hours key holders are sometimes required to attend site following the activation of the alarm. When they are called out they will not know what situation they will find and consequently systems need to be

established which reduce the potential for them to be harmed. It is considered that it is foreseeable that when attending a call out there is a potential for injury due to assault (which is rare) or as the consequence of an accident.

The school will assess the risks to these individuals and introduce suitable control measures to ensure that all risks are minimised.

Call Out Arrangements

The school will introduce call out arrangements that will reduce the possibility of injury to staff and which ensure that if an incident occurs support will be provided.

15 Violence

Zero Tolerance

Violence is not tolerated in this school. Action and the appropriate sanctions will be taken against the perpetrator of any violence towards staff, pupils or visitors to this school.

Violence towards Staff

Violence towards staff from other members of staff, visitors or members of the public will be reported to the police.

Violence towards staff from pupils will be dealt with using the school's internal disciplinary procedures (which may include police involvement where appropriate).

Violence towards Visitors

Violence towards visitors will be reported to the police.

Violence towards Pupils

Violence between pupils will normally be dealt with using the school's internal disciplinary procedures (which may include police involvement where appropriate).

Violence towards pupils from staff, visitors or members of the public will be reported to the police.

Responsible Person

Grace Smith is responsible for ensuring that all:-

- Staff are aware of the policy and procedures for dealing with violent incidents
- Staff have received instruction in procedures/techniques for avoiding violence at work
- Staff are aware of the procedures for reporting violent incidents
- Incidents of physical and verbal abuse are recorded using the Online Accident Reporting System.

Team Teach

Team Teach is a training package for staff utilising de-escalation and positive handling strategies to support a child when they are in a crisis situation. Within this school the following staff are trained in Team Teach techniques:- Jo Ward.

16 Smoking

Smoking is not permitted anywhere on the school premises.