



## **School Health & Safety Policy**

### **Everyone Matters**

We expect our community to be polite and respectful

### **Everyone Helps**

We expect our community to make sensible choices

### **Everyone Succeeds**

We expect our community to work hard

<b>Guidance Owner</b>	Principal and Director of Business and Finance
<b>Scope of the Policy</b>	Rainford High Staff, Students and Visitors
<b>Written/last reviewed</b>	<b>January 2023</b>
<b>Next review due</b>	<b>Annual</b>
<b>Summary of key changes</b>	<b>Amendment to include reference to COVID risk assessment</b>

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# **GENERAL STATEMENT OF INTENT**

Please note, COVID has it's own risk assessment.

## **1.0 INTRODUCTION**

### **1.1 Health and Safety at Work etc, Act, 1974**

The Health and Safety at Work etc, Act, 1974 places a duty on employers to safeguard so far as is reasonably practicable, the health, safety and welfare of their employees and the health and safety of persons not employed but who may be affected by their work activities such as pupils and visitors.

### **1.2 General Statement of Health & Safety**

This is a statement for Rainford High.

Rainford High School accepts its responsibilities under the Health and Safety at Work etc. Act, 1974, for providing a safe and healthy workplace and working environment for all its employees, pupils, visitors and other persons who may be affected by its activities.

The Principal and Trustees will take all reasonable steps to ensure that the Health & Safety Policy and the accompanying Policies and Procedures are implemented and monitored throughout the School.

It is essential for the success of this Safety Policy that employees recognise their responsibilities under Section 7 of the Act in co-operating with management and taking care of them-selves and other persons whilst at work.

## **2.0 ORGANISATION**

Responsibility for the day to day implementation and monitoring of this Policy lies with the Principal so far as is reasonably practicable.

However, the Trustee body recognises that some of these duties may be successfully allocated to other members of staff; such as Director of Business and Finance, Vice Principals and the wider leadership team.

### **2.1 Responsibilities**

At Rainford High, the following person(s) have specific responsibilities for health and safety.

Ian Young and Alex Marsh are responsible for the circulation of Safety Information, Guidance, Codes of Practice.

Ian Young and Alex Marsh are responsible for ensuring that accidents are investigated and recorded on the appropriate format.

Mitie, site staff are responsible for the weekly test of the fire alarm.

Alex Marsh is the Safety Co-ordinator for this site.

## 2.2 **Health and Safety Communication**

A successful Health and Safety Policy relies heavily on effective communication and in particular making sure that all staff are aware of their role and have all necessary information concerning the health, safety and welfare of all members of staff, pupils and visitors.

This School has identified the following meetings as being the most appropriate to both disseminate and receive matters on health and safety:-

- Whole staff briefings
- INSET days and CPD events
- Department briefings

The School Health & Safety Policies and Procedures, copies of other Health and Safety Information, Guidance, Codes of Practice and associated literature are kept at the following location(s): School policies in the shared area.

## 2.3 **Emergency Contacts**

In the case of an emergency outside of School hours contact:

(i) Caretaker: Interserve Out of Hours

Telephone No: 01744 882681

(ii) Director of Business and Finance: Alex Marsh

Telephone No: 07540393779

(ii) Acting Vice Principal: Mr Kenyon

Telephone No: 07562250039

### **Useful Numbers**

#### **Name**

#### **Telephone No.**

Corporate Health & Safety Section

01744 671740/673231

Occupational Health Nurse

01744 677022

Security Service

01744 676728

School Nurse

01744 627566

### 3.0 **RESPONSIBILITIES**

#### 3.1 **The Trustees**

The Trustee Body has a direct responsibility for health and safety in the School. They will ensure they are fulfilling their legal requirements and that persons using the premises are safe and without risk to health. All these responsibilities are, for the purpose of day to day management, delegated to the Principal.

Trustees will, however, ensure that they;

- Approve the school Statement of Safety Policy (**this document**) and ensure that it is brought to the attention of all staff;
- Receive all reports on health and safety resulting from any inspection, audit or monitoring carried out by the School, the Local Authority (LA) or an enforcement agency such as the Health and Safety Executive;

#### 3.2 **The Principal**

The overall responsibility for the School's health and safety management system and implementation of the safety policy rests with the Principal, who shall;

- Set up arrangements in the School to cover all legal requirements for health, safety and welfare;
- Ensure that a programme of risk assessment, as required by the Management of Health & Safety at Work Regulations has been carried out on behalf of the employer for all activities under their control.
- Ensure the Trustee Body are kept up to date with any new legislation, regulation or provision relevant to health and safety in schools;
- Be available to any member of staff to discuss health and safety problems not solved at a lower level or through the established arrangements;
- Report to the Trustee Body those instances in which the Principal's executive authority does not allow the elimination or reduction of risk to a satisfactory level, but to take all necessary short term measures to avoid danger pending rectification;
- Be available to any Trade Union appointed safety representatives and co-operate with them as far as is reasonable in their efforts to carry out their functions. To receive written reports from any such safety representatives and respond in writing within a reasonable time;
- Establish a safety committee within three months of receiving a written request from two Trade Union Safety Representatives of the staff at the School;
- Ensure that a system is in place for the reporting, recording and investigating of accidents and that all reasonable steps are taken to prevent recurrence;
- To review regularly
  - i) the provision of first aid in the School;
  - ii) the emergency (fire) procedures;

- Monitor the dissemination of safety information throughout the School;
- Report to the Trustees matters relating to health and safety;
- Ensure that all staff have received appropriate safety training and supervising Teachers have the appropriate qualifications/specialist training for the activities taught/equipment used.
- Co-operate with the LA Health and Safety Advisor.
- Ensure that suitable and sufficient welfare facilities are provided for the number of staff and pupils intending to use them.

### 3.3 **The School Health and Safety Co-ordinator**

In some cases schools may wish to appoint a school health & safety co-ordinator, in these cases a School Health and Safety Co-ordinator shall:

- Co-ordinate the whole School programme of Health and Safety by ensuring full consultation and participation of all staff, through appropriate meetings and consultation;
- Carry out inspections of the School at least once per term and inform the Principal of any problems/deficiencies and ensure that the appropriate action has been taken;
- Administer the system for reporting, recording and investigating accidents and take all reasonable steps to prevent recurrences. Report as necessary to the LA/appropriate office;
- Disseminate safety information within the School;
- Ensure that new employees are inducted with regards to health & safety arrangements and issued with a copy of the School's Health and Safety Policy (this document) and given the opportunity to read it;
- Ensure that employees promoted or given additional responsibilities, are briefed so they have a clear understanding of the role and the standards expected of them
- Ensure that effective arrangements are in force to facilitate safe evacuation of the buildings in case of fire or other emergency and that fire-fighting equipment is available and maintained;
- Arrange for contractors and visitors to be informed of any hazards on site of which they may be unaware and the emergency procedures;
- Ensure temporary employees are given sufficient information, training and supervision to enable them to be safe and without risk to health;
- Liaise with the LA's appointed Health and Safety Advisor when carrying out and updating risk assessments;
- Ensure that health surveillance for staff is provided when appropriate.

**Should the school choose not to appoint a health and safety co-ordinator, these responsibilities shall revert to the headteacher and director of Business and Finance**

### 3.4 **Heads of Department**

Heads of Department:-

- Have a general responsibility for the application of the School's Health & Safety Policy within their own department or area of work and are directly responsible to the Principal for the application of safety measures and procedures within their department;
- Shall, where necessary, establish and maintain safe working procedures including arrangements for ensuring, so far as reasonably practicable, safety and absence of risk to health in connection with the use, handling, storage and transport of articles and substances (e.g. chemicals, boiling water, guillotines);
- Shall deal with any health and safety problems referred to them by a member of staff and refer to the Principal if they cannot resolve any of these problems;
- Shall carry out a regular safety inspection of the activities for which they are responsible and, where necessary, submit a report to the School Health and Safety Co-ordinator with a copy to the Principal;
- Shall ensure as far as is reasonably practicable the provision of sufficient information instruction, training and supervision to enable other employees and pupils to avoid hazards and contribute positively to their own safety;
- Shall, where appropriate, seek advice and guidance from the relevant Advisor or Officer;
- Shall propose to the Principal or School Health and Safety Co-ordinator any requirements for safety equipment and welfare facilities;

### 3.5 **All Employees**

The Health and Safety at Work etc, Act, (1974) and Management of Health and Safety at Work Regulations (1999), require every employee whilst at work to take reasonable care for the health and safety of themselves and of any other persons, including pupils and visitors, who may be affected by their acts or omissions at work.

All employees are expected;

- To know the special safety measures and arrangements to be adopted in their own working areas and ensure they are applied;
- To inform the Principal, the School Health and Safety Co-ordinator or their Line Manager of any training they feel they need to carry out their responsibilities
- To report any health & safety concerns to the Principal, the School Health and Safety Co-ordinator or their Line Manager
- To use and not wilfully misuse, neglect or interfere with things provided for their own safety and/or the safety of others;
- To co-operate with other employees in promoting improved safety measures in their School;
- To co-operate with the appointed safety representatives and enforcement officers of the Health and Safety Executive or Environmental Health.

- To exercise effective supervision of the students, giving clear instructions and warnings as necessary and know the emergency procedures in respect of fire, bomb scare and first aid and to carry them out;
- To know the special safety measures to be adopted in their own teaching areas and to ensure that they are applied;
- To follow any instructions and warnings as required;
- To follow safe working procedures;
- To wear protective clothing when required;
- To make recommendations to their Head of Department e.g. on safety equipment and on additions or improvements to equipment or machinery;
- To regularly check all equipment, protective clothing, furniture and their environment (heating, lighting, etc.) and report any defects to the Schools Health and Safety Co-ordinator.

### 3.6 **Pupils**

The pupils are expected;

- To exercise personal responsibility for their own safety and other pupils;
- To observe standards of dress consistent with safety and/or hygiene (this includes items of 'jewellery');
- To observe all safety rules of the School and, in particular, the instructions of teaching staff given in an emergency;
- To use and not wilfully misuse, neglect or interfere with things provided for his/her safety.

### 3.7 **Parents**

Have a responsibility to;

- Make provision for full time education;
- Abide by/support the rules and regulations of the school;
- Comply with the School Safety Policy **(this document)**;
- Act as a 'reasonable parent'.

### 3.8 **Visitors**

Regular visitors and other users of the premises should observe the safety rules of the School. In particular adult volunteers will be made aware of health and safety arrangements applicable to them by the teacher to whom they are assigned.



### 3.9 Volunteers

Principals must ensure that all volunteers are aware of the School's Health and Safety Policy and practical safety issues as part of their induction, prior to working in the school. Records of inductions will be retained by the Principal.

## 4.0 ARRANGEMENTS

### 4.1 First Aid

The Health and Safety (First Aid) Regulations, 1981 cover all employees, teaching and non-teaching in Schools and education establishments. Pupils and students are not covered by the regulations, but these must still be considered.

Principals shall undertake a first aid needs assessment to determine the schools required provision, taking into consideration the circumstances of the site, the workforce and the hazards and risks that may be present.

The DfE recommend that schools have suitable first aid facilities and a sufficient number of trained persons, **normally 1 First Aider for every 50 employees**. In estimating additional provision sufficient to cover pupil numbers, **1 First Aider for every 150 pupils is normally held to be a reasonable ratio**.

Where a premises comes under the remit of the Early Years Foundation Stage framework (EYFS), there is a mandatory provision for schools and early years providers in Ofsted registered settings attended by young children (i.e. children from birth to the academic year in which a child has their fifth birthday), to provide at least **1 Paediatric First Aider**. In order to maintain cover these premises should ensure that they have a minimum of 2 Paediatric First Aiders.

Every School should have suitably equipped first aid boxes in easily accessible places, together with one in each laboratory, gymnasium/sports hall, workshop and food technology/catering area.

Where Automated External Defibrillators (AEDs) have been installed, it is recommended that the school have sufficient numbers of trained persons. Inspections of AED's will be undertaken by Alex Marsh on a recorded basis.

**A list of the School's First Aiders can be found in the main office.  
Contact details of first aiders are displayed in prominent locations around the school.  
To contact a first aider you need to contact reception and request one. They will then arrange a first aider to see you.**

### Role of First Aiders

1. To ensure first aid boxes are stocked, regularly checked and refilled.
2. Ensure that records are kept of all first aid treatment.
3. To administer treatment in accordance with the first aid training they have received.

### **First Aid Kits**

Adequately stocked (clearly marked) first aid kits shall be provided and all employees shall be made aware of their location. A suggested list of contents is contained within the First Aid at Work Policy.

Where tap water is not readily available for eye irrigation, sterile water or sterile normal saline in sealed disposable containers should be provided. Each container should hold at least 300 ml.

Additional materials such as; foil blankets, disposable aprons, individually wrapped moist wipes can be contained should the first aid needs assessment indicate their requirement.

It should be noted that first aid kits should contain only the items that a first aider has been trained to use and they should not contain medication of any kind.

## **4.2 Accident Prevention**

Hazardous conditions, arising out of St Helens Council activities, which present a significant health and safety risk will be controlled by a programme of risk assessment. Control measures and remedial action identified by the assessment process will form the basis of written safe working procedures.

Risk assessment for a particular task or function will normally be carried out by the relevant senior managers. On a day to day basis it will be the responsibility of middle / first line managers to ensure that the measures identified by the risk assessment are implemented.

### **Accident Reporting Procedures**

Schools should ensure that they have a responsible person appointed to take charge of the safe keeping and management of all accident records for the site.

Schools have a duty to record -

- (i) any accident to any person occurring on school premises;
- (ii) any accident to a member of staff at any location whilst on school business;
- (iii) any accident to a pupil off-site whilst under the supervision of a member of staff e.g. school trips.

Completed Accident Support forms must be passed to the responsible person named in section 2.1. prior to inputted onto the electronic system.

***Copies of the St. Helens Council Accident Support Forms are available via the St Helens Schools' Portal***

Further detail Accident Reporting and Dangerous Occurrences Reporting Procedures are contained within the Health & Safety Policy and Procedures on the St Helens Schools Portal. Briefly they require:

### **Accidents involving Employees and Members of the Public**

- (i) All personal injuries to be recorded on the St. Helens Council online Accident Reporting System.

- (ii) Any fatalities, specified injury accidents and dangerous occurrences must be notified immediately to the HSE by the quickest available means (normally by telephone).
- (iii) Personal injuries to employees resulting in over 7 days absence to be reported to the Health and Safety Executive (HSE) via their online reporting system within **15 days of the occurrence**.

In the cases of (ii) & (iii) above, the Principal must be informed immediately, followed by the Corporate Health & Safety Section, who will, in consultation with the Principal, notify the Health & Safety Executive (HSE).

### **Pupil Accidents**

- (i) All minor injuries will be entered into a suitable record book kept on site. An example sheet is appended to the Accident Reporting Procedure.
- (ii) Any fatalities, specified injury accidents and dangerous occurrences must be notified immediately to the HSE by the quickest available means (normally by telephone).

In the cases of (ii) above, the Principal must be informed immediately, followed by the Corporate Health & Safety Section, who will, in consultation with the Principal, notify the Health & Safety Executive (HSE).

## **4.3 Fire Safety**

The Regulatory Reform (Fire Safety) Order 2005 (RRO) requires a “**Responsible Person**” to be named, who will ensure that the premises comply with the Order. This has been determined to be the **Principal**.

The Responsible Person shall ensure that a Fire Risk Assessment has been completed for the site by a competent person and that it is kept under review by the school on an annual basis so that it remains valid. Where any structural or procedural changes occur, the assessment shall be reviewed by a competent person.

The assessment should be accessible and available for inspection by the Fire Authority.

At Rainford High school, regular fire drills and walk through inspections will be carried out in order to ensure that basic fire prevention procedures are observed.

In addition, Building Bulletin 100 (BB100), Design for Fire Safety in Schools Produced by the Department for Children, Schools and Families (DCSF), recommends that for each establishment a Fire Safety Manager is appointed. This need not be the Principal, but can be delegated to a member of the Senior Leadership Team.

The named **Fire Safety Manager** is **Alex Marsh**

The main duties of the Fire Safety Manager include:

- ✓ Managing the school to minimise the incidence of fire (fire prevention) e.g. good housekeeping and security;
- ✓ Producing an Emergency Fire Plan;
- ✓ Checking the adequacy of fire-fighting equipment and ensuring its regular maintenance;
- ✓ Ensuring fire escape routes and fire exit doors/passageways are kept unobstructed and doors operate correctly;

- ✓ Ensuring that fire detection and protection systems are maintained, tested and suitable records are kept;
- ✓ Ensuring any close down procedures are followed.
- ✓ Ensure that suitable arrangements are in place for out of hours activations of the fire alarm, either by the school staff or the security force acting on their behalf.
- ✓ Ensuring there are disability evacuation provisions within the emergency fire plan.

Schools are visited on a regular basis by Merseyside Fire & Rescue Service who will make recommendations in relation to means of escape, means for giving warning, the means for fighting fire and any particular hazards present on the premises.

### **Fire Awareness Training**

The Principal shall ensure that all site-based staff undertake the Fire Awareness e-learning training course.

### **Fire Drills**

A schedule of fire drills has been established on the basis of **one drill per term**.

Alex Marsh has been nominated to organise the fire drills.

A record of the fire drills and fire alarm tests will be maintained. The Responsible Person shall audit the fire log book on a regular basis to ensure that all tests of fire-fighting equipment and fire safety critical systems within the premises are being undertaken at the recommended frequencies.

### **Fire Emergency Action**

1. If a fire is discovered raise the alarm via the nearest fire alarm call point.
2. On hearing the fire alarm all staff, pupils and visitors, should leave the premises and make their way to the fire assembly point.
3. Where any person is unable to self-evacuate, they should follow their individual Personal Emergency Evacuation Plan (PEEP) under the direction of their Teacher/Manager.
4. Doors and windows should be closed as classrooms and corridors are vacated.
5. All laboratory, experimental equipment and apparatus should be turned off.
6. The Principal or his/her Deputy will telephone for the Fire and Rescue Service or detail some other member of staff to do so.
7. When the pupils are assembled the roll will be called via the register. Should there be any absentees, an immediate search will be made by the Emergency Services.
8. Until the Fire and Rescue Service arrives, the staff should, after the pupils are safely evacuated and accounted for, remain at the fire assembly point until re-entry of the building is allowed by the Fire and Rescue Service.

### **Means of Escape**

Regular inspections shall be made of means of escape, to ensure that they are kept free from obstruction. If it is found that they are even partially blocked, for example, furniture or

rubbish, **immediate** action must be taken to clear the obstruction. Inspection shall also include a visual check that all fire safety signs e.g. direction of escape route, are in place and clearly visible. Immediate action will be taken to replace or expose to view any sign which is not visible.

### **Fire Fighting Equipment**

Fire-fighting equipment will be used only by trained staff when they are confident in their ability to douse a **small** blaze, in most cases they should leave the area immediately by the nearest escape route.

Fire extinguishers will be subject to an annual inspection by a competent contractor.

Fire-fighting equipment including extinguishers, blankets, hose reels, sand buckets will also be checked **weekly** for:

- (i) Its correct location.
- (ii) Vandalism.
- (iii) Obstruction.
- (iii) Sand buckets should be full and not contain any rubbish.

### **Fire Alarm Systems**

The fire alarm system should be tested at a pre-determined time **on a weekly basis** via a **different alarm point** on each occasion. Where a link has been established between the alarm and monitoring service, this must be checked on each occasion to ensure it is fully operational. All tests must be recorded within the St Helens Council Fire Safety Log Book.

Interserve is responsible for the weekly alarm test at this site.

The day and time of the test is Friday at 4:30pm.

This will ensure that in addition to checking the system as a whole, all call alarm points are checked on a regular basis. Any sounding of the alarm outside of the agreed time should be treated as an evacuation. Any visitors or contractors should be informed of tests.

### **Emergency Lighting**

A system function test including the operation of all emergency lighting should be undertaken on a **monthly basis**, with the results recorded within the St Helens Council Fire Safety Log Book

### **Fire Doors**

Fire doors play an essential role in prohibiting the spread of smoke and fire, but only if they are closed and stay closed during a fire.

Fire doors are often wedged open or propped open with fire extinguishers or litter bins, therefore, such practices should be discouraged.

**Weekly checks** will, therefore, be carried out to inspect all fire doors as well as door furnishings such as hinges, glazing, push bar mechanisms and self-closing devices. Faults found in any mechanism shall be reported for immediate attention.

#### 4.4 Electrical Safety

The Electricity at Work Regulations (1989) require employers to ensure that all electrical equipment used in the workplace is safe to use, properly maintained and without risk to health.

- The fixed electrical circuits, etc, within the school should be inspected and tested at least every **five years** by a competent person.
- Where wiring is subject to damage and abuse (e.g. surface wiring in temporary classrooms) and in external areas such as greenhouses, it should be similarly inspected every **three years**.
- Any additions or changes to the school's wiring must be inspected and tested by a competent person before power is applied.
- The electrical circuits associated with stages/theatre halls should be inspected **annually**.
- Schools should keep an inventory of all electrical equipment (including portable and transportable items) and it should not be possible for apparatus previously discarded as defective to slip back into use.

The person responsible for ensuring that departmental inventories of equipment are drawn up is Alex Marsh.

All electrical faults must be reported to Alex Marsh

- Equipment which was not manufactured to current standards may require modification (e.g. pottery kilns with exposed elements that can be touched).
- Home-made or modified equipment shall not be used.
- All electrical equipment operating at over 50 volts should be visually checked **each term** and any defective items rectified.
- Any hand-held equipment that has an exposed metal case should be inspected and tested by a competent person **each year**.
- Any double insulated equipment (i.e. no exposed metal casing) should be visually inspected for any damage to the insulation of the item, cable sheath or plug each time it is used.
- Where equipment is used outside the building via flexible cable a residual current device (RCD) should be used in the supply circuit. (RCDs work by sensing any difference in the current flowing in the two power supply lines. If, because of an insulation failure, damage, etc., an additional current flows to earth from either line, possibly via a person, the power is switched off in a fraction of a second. The trip sensitivity is predetermined; up to 30 mA will provide protection against electrical shock to earth. RCDs do not, however, provide any protection against a shock caused by connection between live and neutral).

#### Portable Appliance Testing

The majority of potentially dangerous faults will be picked up by formal visual checks, carried out by a competent person or by informal visual checks carried out by users.

Electrical testing where the needs for such has been identified must be carried out by a competent person. This will be a member of staff such as a Technician, who has been trained in the use of adequate test equipment, or a suitably qualified electrical contractor.

***A detailed procedure on the testing and examination of portable electrical equipment is available on the St Helens Schools' Portal***

#### **4.5 Control of Substances Hazardous to Health (COSHH)**

The COSHH Regulations 2002, (as amended), require employers to assess the risks to the health of employees posed by the use of toxic, harmful, irritant and corrosive substances, these include many substances used in Design and Technology & Art Design, Science Departments and where schools directly employ Caretakers and/or Cleaners.

More detailed information is contained in the booklet: Working with substances hazardous to health - A brief guide to COSHH (INDG136 rev5).

A risk assessment looks at the ways in which the use of a substance(s) can give rise to harm and the steps required to reduce that harm. The duty to carry out such assessment will normally rest with the Head of Department, though the responsibility may be delegated to another person. In all but the most simplest of cases, the assessment must be recorded.

General risk assessments have been drawn up by CLEAPSS for most substances in use in Design and Technology & Art Design and Science.

For other substances not covered by these general assessments, a suitable & sufficient assessment must be completed. A standard proforma for COSHH Assessments has been drawn up by the LA. Copies of the proforma assessment form and guidance on its completion are available on the St Helens Schools' Portal.

Secondary Schools should ensure that they have the following publications all of which contain guidance on compliance with COSHH:-

G235 - Management of Risk Assessment in D & T: CLEAPSS

L196 - Managing Risk Assessment in Science: CLEAPSS

HazCards: CLEAPSS

#### **4.6 Asbestos Containing Materials**

In accordance with the requirements of the Control of Asbestos Regulations 2012, a survey has been conducted to determine the location and condition of asbestos containing material within the school.

The Principal shall ensure that all site based staff are made aware of the location of the asbestos report and understand its contents.

The Principal shall ensure that Asbestos Awareness e-learning training has been completed by those members of staff with responsibilities for the building, those who may undertake inspections or those who may work on the fabric of the building.

The Principal shall also ensure that any persons carrying out building/maintenance works are made aware of the survey report and the location of known or suspected asbestos containing materials. The 'Confirmation of access sheet' provided with survey should be signed by the contractor to evidence this.

#### 4.7 **Glass and Glazing**

A survey of all glass and glazing panels has been conducted in accordance with the requirements of Regulation 14 Workplace (Health, Safety and Welfare) Regulations 1992. The survey shall be kept in an accessible location and be available for inspection by enforcing authorities.

#### 4.8 **Pupils with Medical Needs**

Whenever possible, pupils with medical needs will be supported in such a way as to minimise any disruption to their education. The arrangements in place for this school reflect the DfE Guidance Supporting pupils at School with Medical Conditions (December 2015) and the policy and procedures put in place by the Local Authority and Clinical Commissioning Group around particular tasks and conditions. When new conditions or medical tasks emerge the school will seek the guidance of the Local Authority in order to determine what arrangements can be put in place. The School Nurse is available to answer any concerns that may arise, and can be contacted on 01744 627566.

#### 4.9 **Outdoor Education Activities and School Trips**

This school recognises the importance of ensuring that outdoor education activities and school trips are planned and organised in such a way as to minimise risks to pupils, staff and helpers.

To this end the school will follow the LA Guidelines for Health & Safety of pupils on Educational Visits (March 2013).

Alex Marsh and Joe Kenyon have responsibility for onsite advice/co-ordination of offsite trips and educational activities.

#### 4.10 **Communication and Training**

This policy will be communicated to all school employees using e mail and the school shared drive. This policy will be supported by corporate and departmental risk assessments and safe working procedures.

Rainford High will ensure the competence of its personnel by the provision of training to all managers and employees appropriate to their responsibilities for health and safety. All new employees receive a planned induction

#### 4.11 **Infection Control**

Employees must follow all relevant guidance, policy, and procedures during periods of pandemic, infectious diseases and threat to public health such as COVID19.

The school as the employer will adapt to the threat of pandemics by completing additional risk assessments, introducing additional emergency procedures and following central govt and PHE guidance in relation to transmissions and prevention of infectious diseases.

The school aims to minimise any risk of the spread of infection and will:

- Maintain high standards of hygiene throughout the school including promotion of good hand washing.
- Provide warm water, liquid soap and hand drying facilities in all toilet/washrooms.



- Ensure spillages of bodily fluids, such as blood, urine and vomit are dealt with immediately and that adequate facilities are provided to protect the people involved.
- Organise for the safe cleaning of equipment and where appropriate disinfection and through cleaning of the premises.
- Arrange for the safe disposal of any infected materials.

#### **4.12 Contractors**

All contractors used by the school shall ensure compliance with relevant health and safety legislation, guidance and good practice. All contractors must report to the school office where they will be asked to sign in on the inventory system and wear an identification badge. Contractors will be issued with guidance on emergency procedures, relevant risks, and local management arrangements.

The Headteacher is responsible for monitoring areas where the contractor's work may directly affect staff and pupils and checking whether expected controls are in place and working effectively.

#### **School managed projects**

Where the school undertakes construction and building works projects directly, the governing body are considered the 'client' and therefore have additional health and safety responsibilities to consider before starting works, including:-

- Are you clear about your responsibilities?
- Have you made your formal appointments?
- Have you made your formal appointments?
- Have you checked that the principal designer or designer has the capability and necessary skills, knowledge, training and experience to fulfil their duties?
- Have you checked that the principal contractor or contractor has the capability and necessary skills, knowledge, training and experience to fulfil their duties?
- Have you checked that the project team is adequately resourced? 6 Has a project or client brief been issued to the project team?
- Has the project team been provided with information about the existing site or structure (pre-construction information)?
- Do you have access to project-specific health and safety advice?
- Are suitable arrangements in place to manage health and safety throughout the project?
- Has a schedule of the key activities for the project been produced?
- Has sufficient time been allowed to complete the key activities?
- Where required, has an online F10 notification form been submitted to HSE to notify them of commencement of work?
- Have you checked that a construction phase plan has been adequately developed before work starts on site?
- Are you satisfied that suitable welfare facilities have been provided before work starts on site?
- Have you agreed the format and content of the health and safety file

Such projects are managed by the Director of Business and Finance who will ensure that the School have obtained consent and, where applicable, all statutory approvals, such as planning permission and building regulations have been sought. Schools are required to notify the Authority when they are proposing works that will affect the layout or operation of the building.

Under CDM 2015, certain construction work must be notified to the Health and Safety Executive (HSE). For further information and guidance on CDM 2015 contact your School Property Officer.

The school, contractor(s) and any subcontractor(s) involved will exchange relevant information regarding the work activities and agree the risk assessment and safe systems of work to be used prior to works commencing on site. Contractors will be asked to provide risk assessments and method statements specific to the site and works to be undertaken.

### **Local Authority Managed Projects**

Where a project is managed by the local authority, the above list of information will be the responsibility of the LA to determine.

#### **4.13 WORK AT HEIGHT**

Working at height can present a significant risk, where such activities cannot be avoided a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees authorised to work at height.

When working at height (including accessing storage or putting up displays) appropriate stepladders are to be used. Staff must not climb onto chairs etc.

Only those persons who have been trained to use ladders safely may use them.

Formal training on work at height, when using leaning ladders, will be provided where a significant risk is identified as part of an individual's role, this training will be provided by contacting the health & safety section.

Safe use of step ladder training can be undertaken via the my learning platform for all staff who may use step ladders.

The Headteacher shall ensure :

- all work at height is properly planned and organised;
- the use of access equipment is restricted to authorised users;
- all those involved in work at height are trained and competent to do so;
- the risks from working at height are assessed and appropriate equipment selected;
- any access equipment is inspected and maintained;
- any risks from fragile surfaces is properly controlled.

#### **4.14 PERSONAL SAFETY / LONE WORKING**

The school believes that staff should not be expected to put themselves in danger and will not tolerate violent / threatening behaviour to its staff.

Staff will report any such incidents to the Headteacher and recorded the incident on report form. Where any incident results in a physical injury this should be also documented on the accident reporting system. The school will work in partnership with the police where inappropriate behaviour/ individual conduct compromises the school's aims in providing an environment in which the pupils and staff feel safe.

#### **Lone working**

Staff are encouraged not to work alone in school. Work carried out unaccompanied or without immediate access to assistance should be risk assessed to determine if the activity is necessary. In the case where staff do have to partake in lone working, please refer to the separate lone working policy

**Work involving potentially significant risks (for example work at height) must not be undertaken whilst working alone.**

Staff working outside of normal school hours must obtain permission of the Headteacher. Where lone working cannot be avoided staff should ensure they have means to summon help in an emergency e.g. access to a telephone or mobile phone etc.

## **5.0 CURRICULUM SAFETY MATTERS**

*The following sections apply primarily to secondary schools, although Section 5.3 Physical Education applies to all schools*

### **5.1 Science**

**Head of Department shall ensure that:**

- A *Science Department Health & Safety Policy* is developed and maintained, documenting the arrangements that are in place within the Department. This is to be read in conjunction with the school's General Health & Safety Policy. The Departmental Policy should be provided to all members of staff, ie, Teachers, Technicians, Trainees, etc, working within the Department on a recorded basis.
- Teaching staff and Technicians have access to CLEAPSS Science Handbook and CLEAPSS Hazcards and other CLEAPSS guidance and teaching resources.
- Risk Assessments for any activity where there is a significant hazard (whether carried out by the Pupils, Teachers or Technicians) are produced and documented to ensure that suitable controls are implemented. These must be regularly reviewed to ensure changes in legislation, hazard classification of chemicals, improvements in practical methods, advances in best practice, etc, are considered. The findings of the risk assessment must be communicated to all relevant staff on a recorded basis.
- They undertake audits of the Science Department, on at least an annual basis, to ensure that it is running effectively and safely. An audit of teaching, preparation and store rooms, and the equipment within them, will help identify the nature of hazards, and risks which result from using equipment and rooms. The audit will also help pinpoint where action is needed to reduce the risk and the outcomes of the audit be addressed, to minimise risk.

- Equipment, including fume cupboards, are adequately maintained and tested by a competent Engineer and is within the current test period. The testing shall be organised on behalf of the school by the School's Property Services Officer. The results of tests shall be retained for inspection.
- An up-to-date list of chemicals used in the department, their amounts, location and hazard classification is maintained.
- Each member of staff is issued with employee guidelines on Safety in Science Laboratories which can be found in the CLEAPSS Science Laboratory Handbook.
- The CLEAPSS Hazcards are kept up to date and COSHH assessments have been carried out where required.
- The gas pipework is visually inspected annually by a competent person and a programme to check soundness of gas supply pipe work is completed once every five years. The testing shall be organised on behalf of the school by the School's Property Services Officer.
- Gas taps/valves are checked at regular intervals for ease of operation, soundness and damage and that the appropriate signs are in place.
- All Teaching staff supply each pupil with a copy of the Laboratory Rules. Additionally, that the Laboratory Rules are continuously enforced throughout the academic year.
- Laboratory rules for pupils are displayed within each Laboratory/Classroom.
- Any non-science staff who have to supervise any class in a Laboratory have been briefed in the Laboratory Rules.

**Class Teacher shall ensure that:**

- They have read, understand and abide by the content of the Department Health and Safety Policy.
- They consult any model risk assessments (ie, Hazcards) or special risk assessments that have been provided/produced by the employer, and adjust them as necessary for the class and circumstances of the particular lesson.
- The gas isolation valve is operational at the start of each class/lesson.
- All relevant safety equipment is checked, including fire extinguishing media, prior to the commencement of any practical lesson.
- They supply each pupil with a copy of the Laboratory Rules and that these are continuously enforced throughout the academic year.

Ionising Radiations and Radioactive Substances

St Helens Council have appointed a Radiation Protection Officer under the Ionising Radiation Regulations 2017 to liaise with the Radiation Protection Advisor on the management and use of the sources held by schools, monitor that records of sources are accurate and ensure sources are checked for leakage at suitable intervals.

The Radiation Protection Officer is a member of the Corporate Health & Safety Team and can be contacted on 01744 673236.

Where schools hold radioactive sources, the Head of Science shall ensure that:

- A trained Radiation Protection Supervisor is made responsible for the effective supervision and storage of sources of ionising radiation in accordance with LA Guidelines and that the radiation source log book is kept up to date.
- Refresher training is scheduled at regular intervals for the Radiation Protection Supervisor to maintain competence levels.
- All relevant staff have access to CLEAPSS L93 Managing Ionising Radiations and Radioactive Substances in Schools & Colleges (May 2017).

***Advice on Ionising Radiation can be provided by the Corporate Health & Safety Section (01744) 673236 and/or CLEAPSS.***

## 5.2 **Design and Technology & Art and Design**

Both Design and Technology and Art and Design in schools encompass a range of material areas, including food, textiles, resistant materials, graphics, ceramics, and ICT/computing.

### **Head of Department shall ensure that:**

- A *Design and Technology & Art and Design Department Health & Safety Policy* is developed and maintained, documenting the arrangements that are in place within the Department. This is to be read in conjunction with the school's General Health & Safety Policy. The Departmental Policy should be provided to all members of staff, ie, Teachers, Technicians, Trainees, etc, working within the Department on a recorded basis.
- Risk assessments for any activity where there is a significant hazard (whether carried out by the Pupils, Teachers or Technicians) are produced and documented to ensure that suitable controls are implemented. These must be regularly reviewed to ensure changes in legislation, hazard classification of chemicals, improvements in practical methods, advances in best practice, etc, are considered. The findings of the risk assessment must be communicated to all relevant staff on a recorded basis.
- An audit of the Design and Technology & Art and Design Department is undertaken on at least an annual basis to ensure that it is running effectively and safely. An audit of teaching, preparation and store rooms, and the equipment within them, will help identify the nature of hazards, and risks which result from using equipment and rooms. The audit will help pinpoint where action is needed to reduce the risk and the outcomes of the audit be addressed, to minimise risk.
- An up-to-date list of chemicals used in the department, their amounts, location and hazard classification is maintained.
- COSHH assessments have been carried out on substances within their department and that information on their use, storage and disposal has been given to staff. Where COSHH assessments are not available, the Head of Department must notify the Corporate Health & Safety Section who will assist in the undertaking of a COSHH assessment.
- Teaching staff and Technicians operating/tutoring on woodwork/metalwork and gas or electric welding/cutting equipment are competent by virtue of them holding a recognised training award or having received approved training in:-
  - a) The correct use of the machine;
  - b) Methods of using the guards and other safety devices connected with the machine.

- Teaching staff and Technicians are provided with refresher training on at least a five yearly cycle, to ensure that their competencies are maintained.
- They retain a central copy of all training certificates held by staff.
- Pupils do not use the following woodworking machinery and that this is enforced by Teaching staff:
  - Circular Saw
  - Surface Planer/Thicknesser
  - Single Spindle Moulding Machine
- Pupils operating woodwork, metalwork or welding/cutting machinery are subject to immediate supervision at all times.
- Teachers/Technicians operating or tutoring on the use of woodwork, metalwork or heat process equipment have access to the following reference guidelines:-
  - BS 4163: 2014 Code of Practice: Health and safety for design and technology in schools and similar establishments.
  - CLEAPSS Model Risk Assessments for Design and Technology and Art and Design in Schools and Colleges
- The names of those employees authorised to operate machinery are clearly displayed adjacent to the machine.
- Hazard/warning signs conforming to BS5378 are displayed where appropriate to indicate hazards, ie guards over moving parts, mandatory PPE to be worn, emergency stops.
- Local exhaust ventilation equipment is adequately maintained and within current test certification (14 months). The testing shall be organised on behalf of the school by the the school's Property Services Officer. Copies of the tests results shall be retained for inspection for at least 5 years.
- Adequate provision is made for the storage of compressed gases in accordance with BS 4163: 2014. Advice on storage of compressed gases can be obtained from the Corporate Health & Safety Section.
- Class rules for pupils in Design and Technology & Art and Design are displayed within each room.
- A sufficient supply of protective equipment is provided for pupils operating machinery/equipment:
  - Ear defenders/plugs
  - Eye protection
  - Gloves

### Kilns

Kilns are separated from the main teaching area by means of a specific kiln room or a secure fence or cage providing a physical barrier.

- Pupils using equipment are adequately supervised.
- Teaching staff and Technicians have been issued with suitable personal protective equipment when working with dry clay and powdered glazes:-
  - Respiratory protection

- Eye protection
- Gloves

**Teachers/Technicians shall ensure that:**

- They have read, understand and abide by the content of the Department Health and Safety Policy.
- They consult any CLEAPSS Model Risk Assessments or special risk assessments that have been provided/produced by the employer, and adjust them as necessary for the class and circumstances of the particular lesson.
- Pupils operating machinery/equipment are issued with and wear the appropriate personal protective equipment in accordance with the risk assessment for the machine/equipment.
- Pupils do not operate the following woodworking machinery:
  - Circular Saw
  - Surface Planer/Thicknesser
  - Single Spindle Moulding Machine
- Pupils using equipment are adequately supervised.

### 5.3 **Physical Education**

**Head of Department shall ensure that:**

- A *Physical Education Department Health & Safety Policy* is developed and maintained, documenting the arrangements that are in place within the Department. This is to be read in conjunction with the school's General Health & Safety Policy. The Policy should be provided to all members of staff working within the Department on a recorded basis.
- Supervising Teachers have the appropriate qualification/training for the activities taught as outlined in the afPE Publication: Safe Practice in Physical Education, School Sport and Physical Activity (2016).
- Risk Assessments are undertaken for activities within Physical Education, School Sport and Physical Activity. Guidance (Risk Assessment in Physical Education for St Helens Schools) produced by the LA for reference has been issued to all schools.
- Gym equipment is within current test period and adequately maintained and inspected before use. The inspection shall be organised on behalf of the school by the school's Property Services Officer.
- Pupils using PE equipment are adequately supervised in accordance with the guidance given in the afPE publication.
- Checks of goalposts (rugby/football) are being undertaken before use and on a regular basis. Guidelines produced by the Football Association regarding inspection regimes for football posts are issued to all schools.

**The Class Teacher shall ensure that:**

- They carry out a cursory visual check of equipment and the playing surface/area prior to the commencement of Physical Education activities.
- Pupils using PE equipment are adequately supervised in accordance with the guidance given in the afPE publication.

- Areas used for physical education, school sport and physical activity are thoroughly inspected and any necessary preparation works carried out prior to the class commencing. This includes ensuring that landing areas such as sandpits are raked and softened and playing fields are cleared of obvious debris **immediately prior to use**.
- Goalposts (rugby/football) are checked before use and on a regular basis following the Football Association's Guidelines issued to the school.

#### 5.4 **Drama Theatres**

**Head of Department shall ensure that:**

- Staff and Technicians operating/tutoring on theatre lighting/equipment are competent by virtue of them holding a recognised training award or having received approved training.
- All theatre lighting and associated equipment is thoroughly examined and tested on an annual basis.
- All hired electrical equipment is within current certification (12 months).
- Staff erecting/using temporary access equipment are competent by virtue of them holding a recognised training award or having received approved training.
- The use of the following equipment is under the control of a competent person:
  - Smoke and Vapour effect units
  - Lasers
  - Strobe Lights
  - Pyrotechnics
- Risk Assessments for any activity where there is a significant hazard (whether involving Pupils, Teachers, Technicians or members of the public) are produced and documented to ensure that suitable controls are implemented. These must be regularly reviewed to ensure they remain valid.

Examples may include:

- Use of props and climbing on furniture
- Operation of special effects
- Operation and changing of lighting, involving work at height
- Performances

***Smoke/vapour effect units must only use water based fluids. The use of Dry Ice Units is prohibited.***

#### 5.5 **Work Experience/Placements**

This school recognises the importance of ensuring that work experience/placements are planned and organised in such a way as to minimise risks to pupils.

Placement providers shall be vetted prior to use by school staff. To this end, the school will follow the HSE guidelines on Young People and Work Experience (INDG 364 rev1) 2013.