



**Name of School**

## **Health and Safety Policy**

School	Acorn Education Trust
Author	J Evans
Last Amended	2 <sup>nd</sup> July 2023
Review Date	1 <sup>st</sup> July 2023
Signed by	
Head of School Services: <i>James Evans</i>	Date: 02/07/23
CEO: <i>Sam Edwards</i>	Date: 02/07/23

## **Statement of intent**

At Acorn Education Trust, we are committed to the health and safety of our staff, pupils and visitors. Ensuring the safety of our community is of paramount importance, and this policy reflects our dedication to creating a safe learning environment.

We are committed to:

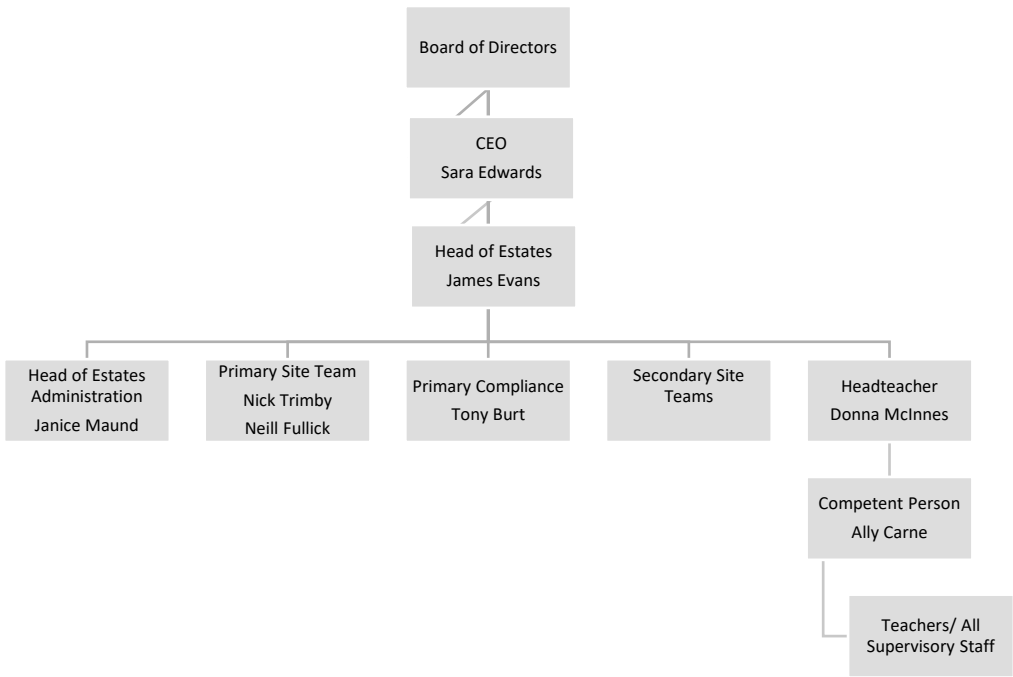
- Implementing the Health and Safety at Work Act 1974
- Providing a productive and safe learning environment.
- Ensure health and safety training is undertaken by all staff.
- Provide appropriate protective clothing and equipment.
- Make sure all facilities meet minimal health and safety requirements in regards to ventilation, temperature and noise.
- Maintain a safe working environment by ensuring equipment is properly maintained and safe to use, that appropriate warning signs are displayed and that adequate first aid facilities are available
- Preventing accidents and any work-related illnesses.
- Compliance with all statutory requirements.
- Minimising risks via assessment and policy.
- Providing safe working equipment and ensuring safe working methods.
- Consult with all staff and representatives on health and safety decisions.
- Monitoring and reviewing our policies to ensure effectiveness.
- Annually auditing each school's health and safety procedures.
- Setting high targets and objectives to develop the school's culture of continuous improvement.
- Ensuring adequate welfare facilities are available throughout our school.
- Ensuring adequate resources are available to address health and safety issues, so far as is reasonably practicable.

Signed: \_\_\_\_\_

*Sam Edwards*

Date: 02/07/23

**Organisational Structure**



## **1. Duties of the Board of Directors and Chief Executive Officer**

1.1 The **Board of Directors**, in consultation with the **CEO**, will:

- Ensure familiarity with the requirements of the appropriate legislation and codes of practice.
- Create and monitor a management structure responsible for health and safety in all schools.
- Ensure there is a detailed and enforceable policy for health and safety in each school, and that the policy is implemented by all.
- Periodically assess the effectiveness of the policy and ensure any necessary changes are made.
- Identify risks relating to possible accidents and injuries, and make reasonable adjustments to prevent them occurring.

1.2 The **Board of Directors** and **CEO** endeavours to provide:

- A safe place for all users of the site including staff, pupils and visitors.
- Safe means of entry and exit for all site users.
- Equipment, grounds and systems of work which are safe.
- Safe arrangements for the handling, storage and transportation of any articles and substances.
- Safe and healthy working conditions that comply with statutory requirements, codes of practice and guidance.
- Supervision, training and instruction so that all staff can perform their duties in a healthy and safe manner.
- Where necessary, protective equipment and clothing, along with any necessary guidance and instruction.

## **2 Duties of the Head of Estates**

2.1 The **Head of Estates** is the health and safety champion for Acorn Education Trust and has responsibility for auditing Trust Schools three times a year to ensure health and safety compliance is maintained.

2.2 To set up external compliance systems in areas such as: legionella, fire safety, asbestos management, electrical systems, gas servicing.

2.3 The **Head of Estates** is to coordinate maintenance support and where required to liaise with trades people to keep schools running safely and efficiently

2.4 To decide and allocate site works from the school condition allowance on all health and safety matters.

2.5 To ensure employees are competent to do their tasks and provide appropriate and adequate training

### **3 Duties of the Headteacher in each school**

- 3.1 The **Headteacher** has the overall responsibility for the day-to-day development and implementation of safe working practices and conditions for all staff, pupils and visitors.
- 3.2 The **Headteacher** will take all reasonably practicable steps to ensure the Health and Safety Policy is implemented by the heads of the appropriate departments and other members of staff.
- 3.3 The **Headteacher** may designate a **health and safety officer** (competent person) to be responsible for the day-to-day implementation of the Health and Safety Policy. This person will also be the designated contact with the **Trust** and the Health and Safety Executive (HSE) where necessary.
- 3.4 The **Headteacher/ Competent Person** is responsible for: weekly fire point testing, ensuring 4 fire drills take place annually (one being in the first full week of school in September), reporting major accidents to the Head of Estates, annual H&S training to all staff and reporting any site health and safety concerns to the site helpdesk.

### **4 Duties of supervisory staff/curriculum leaders/class teachers**

- 4.1 Supervisory staff will be familiar with the requirements of health and safety legislation.
- 4.2 In addition to general duties, supervisory staff will be responsible for the implementation and operation of the school's Health and Safety Policy in their department/ classroom, and for areas of responsibility delegated by the **Headteacher**.
- 4.3 Supervisory staff are responsible for adhering to the aspects of health and safety that are outlined in their job descriptions.
- 4.4 Supervisory staff will take a keen interest in the Health and Safety Policy and assist in ensuring all staff, pupils and visitors comply with its requirements.

### **5 Duties of site teams**

- 5.1 To report any maintenance concerns in Acorn Education Trust Schools.
- 5.2 To liaise with trades people to keep schools running safely and efficiently
- 5.3 Where possible to carry out maintenance in schools on all health and safety matters.
- 5.4 To undertake appropriate training to ensure they are competent to do their tasks.

## 6 Duties of all members of staff

### 6.1 All members of staff will:

- Take reasonable care of their own health and safety, and that of others who may be affected by what they do at work.
- Risk assess their areas of work and complete an electronic risk assessment on the Parago software
- Cooperate with their employers on health and safety matters.
- Carry out their work in accordance with training and instructions
- Inform the employer of any work situation representing a serious and immediate danger, so that remedial action can be taken.
- Familiarise and sign to say they have read and understood the Health and Safety Policy and aspects of their work related to health and safety.
- Avoid any conduct which puts themselves or others at risk.
- Be familiar with all requirements laid down by the **Board of Directors**.
- Ensure that all staff, pupils and visitors are applying health and safety regulations and adhering to any rules, routines and procedures in place.
- Ensure all machinery and equipment is in good working order and safe to use, including adequate guards. They will also not allow improper use of such equipment.
- Use the correct equipment and tools for the job and any protective clothing supplied.
- Ensure any toxic, hazardous or flammable substances are used correctly, and stored and labelled as appropriate.
- Report any defects in equipment or facilities to the designated **health and safety officer (competent person)/Headteacher**.
- Take an interest in health and safety matters, and suggest any changes that they feel are appropriate.
- Make suggestions as to how the school can reduce the risk of injuries, illnesses and accidents.
- Exercise good standards of housekeeping and cleanliness.
- Adhere to their common law duty to act as a prudent parent would when in charge of pupils.

## 7. Obligations of contractors

- 7.1 When the school is used for purposes not under the direction of the **Headteacher**, then, subject to the agreement of the school, the principal person in charge of the activities will take responsibility for safe practice in the areas under their control.
- 7.2 Contractors working on the school premises are required to identify and control risks arising from their activities.
- 7.3 Contractors will inform the **Headteacher** of all potential risks to staff, pupils and visitors.

## 8. Pupils

### 8.1 Pupils will:

- Exercise personal responsibility for the health and safety of themselves and others.
- Dress in a manner that is consistent with safety and hygiene standards.
- Respond to the instruction of staff given in an emergency.
- Observe the health and safety rules of the school.

- Not misuse, neglect or interfere with items supplied for their, and other pupils', health and safety.

## **9     Training**

- 9.1     The school will ensure that staff members are provided with the health and safety training they need for their job. This may not mean attendance at training courses; it may simply involve providing staff with basic instructions and information about health and safety in the school. Training will be provided on an annual basis from a nominated competent person within the school and staff to updated with new policy/ regulations.
- 9.2     The **Headteacher** will ensure that there are an appropriate number of first-aid trained staff members working within in each classroom.
- 9.3     Staff members will be provided with regular training opportunities and have access to support where needed.
- 9.4     Staff members are expected to undertake appropriate CPD in order to further contribute to the running and success of The Avenue.

## **10.   First-aid**

- 10.1   Please refer to separate First Aid policy for The Avenue which will act in accordance with the **First Aid Procedures** at all times.

## **11.   Contacting the emergency services**

- 11.1   Following an accident/injury, the first-aider will contact the emergency services as necessary, or direct a staff member to do so while they tend to the victim.
- 11.2   If there is no first-aider immediately available, a common-sense judgement will be made by those attending the injured party regarding whether to contact the emergency services.

## **12.   Fire safety**

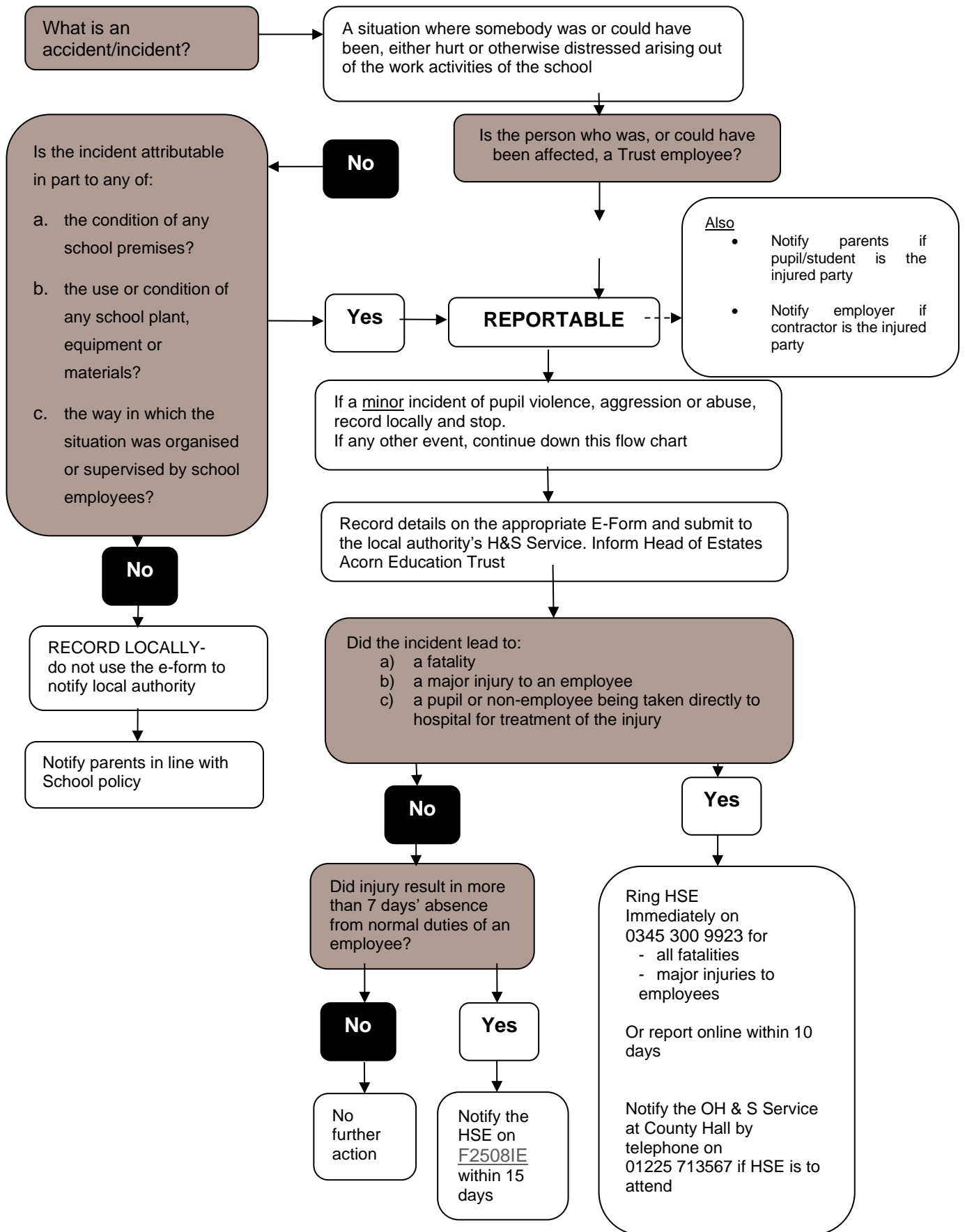
- 12.1   All staff members fully understand and effectively implement the **Fire Evacuation Plan**.
- 12.2   The **Headteacher** is responsible for certifying that procedures for ensuring that safety precautions are properly managed will be discussed, formulated and effectively disseminated to all staff.
- 12.3   The procedure for fire drills and the use of fire extinguishers will be clear and understood by all staff.
- 12.4   The school will test evacuation procedures on a **termly** basis.
- 12.5   The evacuation of visitors and contractors will be the responsibility of the person they are visiting or working for.

- 12.6 Firefighting equipment will be checked on an **annual** basis by an approved contractor.
- 12.7 Fire alarms will be tested weekly from different 'break glass' fire points around the school, and records will be maintained and held in the **school office**.
- 12.8 Emergency lighting will be tested on a **six-monthly** basis, and records will be maintained and held in the **school office**.

### **13. Accident reporting**

- 13.1 All accidents and incidents, including near-misses or dangerous occurrences, will be reported as soon as possible to the nominated **competent person** using the standard **Accident Report Form**.
- 13.2 The **competent person/Headteacher** will be responsible for informing the CEO/Head of Estates if the accident is fatal or a "major injury" as outlined by the HSE.
- 13.3 More in-depth information concerning reporting accidents and near-misses can be found in the **Accident Reporting Procedure** and **Near-miss Policy**.
- 13.4 **Significant accidents**  
Significant accidents, as defined in the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013, will be reported to the HSE and the Head of Support Services, Acorn Education Trust at the earliest opportunity. See flow chart below:





### 13.5 **Reporting procedure**

Should an incident require reporting to the Incident Control Centre (ICC) (part of the HSE), the **Headteacher or competent person**, or a person appointed on their behalf, will file a report as soon as is reasonably possible.

The person will complete the relevant report on the HSE website:

<http://www.hse.gov.uk/riddor/report.htm>

The HSE no longer accept written accident reports, except for in exceptional circumstances. The school will report all accidents and injuries online where possible (using the above link/web address).

Fatal and specified injuries, as outlined in 13.2, only may be reported using the telephone service on 0845 300 9923 (open Monday to Friday 8.30am to 5pm).

### 13.6 **Reporting hazards**

Staff, pupils, contractors and visitors are encouraged to report any condition or practice they deem to be a hazard.

In the main, reporting should be conducted electronically to **the site helpdesk or via email** as soon as possible, who will then inform the **Headteacher** as appropriate.

Serious hazards will be reported immediately to the **Headteacher**.

### 13.7 **Accident investigation**

All accidents, however small, will be investigated by an appointed party, and the outcomes recorded.

The length of time dedicated to each investigation will vary on the seriousness of the accident.

After an investigation takes place, a risk assessment will be carried out, or the existing assessment amended, to avoid reoccurrence of the accident.

The **Headteacher/health and safety officer/competent person** will undertake regular evaluations of all reported incidents. They will then identify patterns and trends in order to take corrective action and minimise the reoccurrence of any incident/illness.

## 14. **Our active monitoring system**

14.1 It is good practice to actively monitor systems prior to accidents, ill health or incidents taking place; this involves regularly checking compliance procedures and the achievement of objectives. Our procedure for actively monitoring our system includes:

- Regularly examining documents to ensure compliance with standards.
- Regularly inspecting premises and equipment.
- Annual Trust audits, including fire risk assessments and health and safety audits.
- Regular reports and updates to the **Headteacher/CEO**.
- Health and Safety meetings three times per year.
- Monthly updates from Head of Support Services to CEO.
- External measures, such as surveys by contractors and service providers, along with visits from Environmental Health and Ofsted.

## **15. Bomb threat procedure**

- 15.1 All staff members fully understand and effectively implement the school's **Bomb Threat Policy**.
- 15.2 In the event of an emergency, the procedures outlined in the **Bomb Threat Policy and Lockdown Procedure** will be followed.
- 15.3 All staff members are trained in handling bomb threats and have easy access to instructions of the procedure.
- 15.4 Upon receipt of a bomb threat or a suspicious package, staff members will ask the following types of questions, regardless of the call's source (including if the call is from the police):
- Where is it?
  - In which building is it and on what floor?
  - What time will the bomb go off?
  - What does the bomb look like and what colour is it?
  - What type of bomb is it and what type of explosive?
  - Who are you?
  - Why are you doing this?
  - Do you have a code word?
- 15.5 The appropriate evacuation procedure will be followed whether staff members believe the threat to be a hoax or not.
- 15.6 Where possible, caller ID or dialling the 1471 service will be used to identify where the call has come from.
- 15.7 Staff should note the time of the call and write down exactly what was said by the person calling as this may be useful for the police.
- 15.8 Where possible, recording devices will be used whilst receiving a bomb threat.
- 15.9 The staff member receiving the call will contact the **Headteacher** immediately, who will then alert the police and the Trust.
- 15.10 The **Headteacher** will decide whether or not to evacuate the building.

## **16. Evacuation**

- 16.1 The Avenue will follow the procedure outlined in the **Emergency Alert Drill** in the event of a crisis.
- 16.2 In the event of a fire, the **Fire Evacuation Plan** will be implemented.
- 16.3 In the event of an asbestos disturbance, the **Asbestos Evacuation Plan** will be implemented.
- 16.4 If an evacuation is deemed necessary, the following procedure will take place:

- All senior staff will be informed of the situation either in person or via the internal computer system, not by the use of radios or mobile phones. The evacuation will then take place as per fire drill procedures, except staff will be instructed to:
  - Leave all doors and windows open (excluding the area in which the bomb or suspicious package is positioned; this room should be sealed with all windows and doors closed).
  - Take all personal items with them, to avoid unnecessary searching.
- 16.5 Staff and pupils will be asked to make their way to the normal fire assembly area (the area should be moved if close to the area of the bomb or suspicious package).
- 16.6 Staff will be positioned at all gates leading into the school and nobody will be allowed in or out except for emergency personnel.
- 16.7 Once the police have arrived, staff will await further instruction from the emergency services.

## **17. Visitors to the school**

- 17.1 All visitors will sign in to reception.
- 17.2 Once signed in, visitors will be collected from reception by the member of staff they are visiting, or escorted to the area of the school concerned.
- 17.3 No contractor will carry out work on the school site without the express permission of the **Headteacher**, other than in an emergency or to make the site safe following theft or vandalism.
- 17.4 Contractors will be responsible for the health and safety of their employees and for ensuring safe working practices. They will not constitute a hazard to staff, pupils or visitors to the school.
- 17.5 Anyone hiring the premises will be made aware of their health and safety obligations when making the booking.
- 17.6 Visitors and contractors will wear a visitor's badge at all times while on school grounds.
- 17.7 Cleaning contractors will wear an easily identifiable uniform or badge at all times.
- 17.8 Temporary teaching staff and assistants will inform reception of their presence by reporting to reception on arrival and signing the visitors' log.
- 17.9 Staff members who encounter an unidentifiable visitor will enquire if they require assistance and direct them to reception or off site.
- 17.10 Staff members who encounter uncooperative visitors threatening violence, refusing to leave the site, or carrying out physical or verbal abuse will seek immediate help via a 999 phone call.

## **18. Personal protective equipment (PPE)**

- 18.1 **Acorn Education Trust** provides employees and pupils who are exposed to a hazard at the school, which cannot be controlled by other means, with PPE.
- 18.2 PPE means all equipment worn, or held by, staff or pupils which is designed to protect them from specified hazards.
- 18.3 All staff and pupils will be provided with protective eyewear in all workshops and Laboratories. Visitors will also be supplied with PPE when appropriate.
- 18.4 Staff and pupils will use the PPE provided, and care for it according to the instructions and training given. They will also report any loss or defects to their superior/class teacher.
- 18.5 The PPE will fit the wearer properly. Where more than one item of PPE must be worn, they should be compatible and remain effective.
- 18.6 PPE will not be worn if the hazard is caused by wearing it that is greater than the hazard it is intended to protect the wearer from.
- 18.7 PPE includes Laboratory and workshop equipment such as tool box tools, protective clothing, safety footwear and face masks, PE equipment, ICT equipment, photocopiers and other office equipment, lifting equipment and respiratory protective equipment (RPE).
- 18.8 Clothing which is not specifically designed to preserve the health and safety of the wearer does not constitute as PPE, e.g. school uniform.
- 18.9 Thorough risk assessments are carried out by the **class teacher** to determine the suitable PPE to be used for each hazard, and these are reviewed on a **termly** basis.
- 18.10 Staff and pupils can expect that any equipment they use is suitable for its intended use and is properly maintained.
- 18.11 Staff will receive health and safety training in order to ensure they know how to properly use, maintain and store PPE, and how to detect and report faults.
- 18.12 Equipment manuals are readily available and warning signs are clearly displayed in areas, and on equipment, where PPE is mandatory.

## **19. Maintaining equipment**

- 19.1 When not in use, PPE will be properly stored, kept clean, and in good repair. Inspectors, or a trained **health and safety technician**, will inspect the following equipment for health and safety issues **annually**:
- All electrical appliances
  - All fixed gymnasium equipment
  - Any workshop equipment, e.g. Lathes and kilns
  - All fume cupboards
  - It is the responsibility of **the Headteacher/ department leader** to ensure new equipment meets the appropriate standards and conforms to all health and safety requirements.

19.2 A **health and safety technician** should be consulted as necessary.

## **20. Hazardous materials**

- 20.1 All equipment, materials and chemicals will be held in appropriate containers and areas conforming to health and safety regulations.
- 20.2 Hazardous substances will be Labelled with the correct hazard sign and contents label.
- 20.3 Storage life will be considered by **Headteacher/department leaders**. All control of substances hazardous to health (COSHH) and ionising radiations regulations will be adhered to.
- 20.4 The Avenue will act in accordance to the school's **COSHH Policy** at all times.
- 20.5 The **health and safety officer/ competent person** is responsible for ensuring all products that may be hazardous to health are risk assessed before being used.
- 20.6 No hazardous substances will be used without the permission of the **Headteacher**.
- 20.7 Low toxic products, such as corrective fluid and aerosol paints, will be stored securely and only used under supervision in a well-ventilated area.
- 20.8 Dust and fumes will be safely controlled by local exhaust ventilation regulations.
- 20.9 No staff member or pupil should ever be put at risk through exposure to any hazardous substance used in our practical curriculum.
- 20.10 Where a substance has a workplace exposure limit, control measures will ensure that exposure is below the limit.
- 20.11 Control measures will be checked and reviewed on a **termly** basis to ensure continued effectiveness, even when they are known to be reliable.

## **21. Asbestos management/ Legionella Testing/ Gas safety**

- 21.1 Further details concerning the management of asbestos can be found in the **Asbestos Management Policy**.
- 21.2 The school understands its responsibility to assess, prevent and control any risks from harmful bacteria, like legionella, and to implement suitable precautions to ensure the health and safety of our staff, pupils and school community.
- 21.3 Gas Safety Regulations are enforced to ensure that gas appliances, fittings and flues are safe for use. All boilers will be inspected and serviced at least annually. The school have contracts with external gas providers and work with these providers as required for safe operation of the gas supplies in the school.

## **22. Medicine and drugs**

- 22.1 The school's **Supporting Pupils with Medical Conditions Policy** will be read, understood and adhered to by all staff.

## **23. Smoking and Vaping**

- 23.1 The school is a non-smoking and non-vaping premise and no smoking or vaping will be permitted on the grounds.
- 23.2 The school's **Smoke Free and Vaping Policy** will be read, understood and adhered to by all staff.

## **24. Housekeeping and cleanliness**

- 24.1 Contract cleaners will be monitored by the The Avenue and Direct Cleaning. The standard required will be clear in the service level agreement held with the contracted cleaners.
- 24.2 Special consideration will be given to hygiene areas.
- 24.3 Waste collection services will be monitored by the Ally Carne.
- 24.4 Special consideration will be given to the disposal of Laboratory materials and clinical waste.
- 24.5 The **Headteacher** is responsible for ensuring that the school is at a safe temperature for staff and pupils to work in. Rooms will be kept at a minimum of **16°** with a constant supply of fresh air.

## **25. Infection control**

- 25.1 **Acorn Education Trust** actively prevents the spread of infection through the following measures:
- Routine immunisation
  - Maintaining high standards of personal hygiene and practice
  - Maintaining a clean environment
- 25.2 **Acorn Education Trust** employs good hygiene practice in the following ways:
- Displaying posters throughout the school, encouraging all pupils, staff members and visitors to wash their hands after using the toilet, before eating or handling **food**, after touching animals, and following any other actions that increase the risk of the spread of infection, such as coughing or sneezing.
  - Ensuring there is sufficient liquid soap, warm water and paper towels available for everyone to wash their hands throughout the school
  - Employing cleaners to carry out thorough and frequent cleaning that follows national guidance

- Providing PPE where necessary
- Immediately cleaning any spillages of bodily fluids with a combination of detergent and disinfectant, and always wearing PPE. Mops should not be used to clean up body fluid spillages; instead paper towels should be used and discarded properly, following the procedures for clinical waste
- Washing all Laundry in a separate dedicated facility and washing any soiled linens separately
- Hygienically bagging any pupil's soiled clothing to go home, and never rinsing it by hand
- Storing all clinical waste in clinical waste bags and in a secure, dedicated area, before it is removed by a registered waste contractor
- Providing a secure sharps bin, out of reach of pupils, for the disposal of sharps
- Discouraging pupils, staff members and visitors from touching any stray animals that may come onto the school premises
- Staff and pupils displaying signs of infection, such as rashes, vomiting, diarrhoea, etc., will be sent home and recommended to see a doctor.

25.3 **Acorn Education Trust** keeps up-to-date with national and local immunisation scheduling and advice. All pupils' immunisation status is checked at school entry and at the time of any vaccination.

25.4 **Acorn Education Trust** encourages parents/carers to have their children immunised.

25.5 All cuts and abrasions should be covered with waterproof dressings.

25.6 Further information concerning our policies and procedures addressing infection control can be found in our **Infection Control Policy**.

25.7 Animals on-site. Before animals can be brought or kept on-site the following regulations must be applied

- Comprehensive Risk Assessment to be in place, reviewed and confirmed with the Trust before any animals are kept on site.
- To follow all government guidance with regard to outbreak of disease in animals such as avian flu.
- Pupils are given hygiene and safety briefings before working with animals. They are reminded not to touch their faces or put anything in their mouths while working with animals and they are required to wash their hands immediately afterwards. They are reminded not to kiss animals. Pupils are not permitted to eat and drink in areas where animals are kept. Hand-washing signage is in place to remind anyone who has touched the animals or their housing/ equipment to wash their hands. Hand gel may be used for immediate visible contamination but additional handwashing remains compulsory.
- Pupils are required to wear outdoor shoes and a disinfectant mat when entering an animal enclosure to ensure that animal droppings are not brought into the building.
- The animal area is kept suitably clean and equipment disinfected on a regular schedule.
- Pupils are not permitted to play in areas where animal waste is disposed of. All waste from animals is removed from site.
- If any pupils or member of staff at the school have known, or develop allergies to animals or their bedding, then the animals are to be removed from the site.
- Pupils with compromised immune systems are not permitted to visit or tend to animals.
- If any animals were to die, they are to be disposed of as per the government guidance on fallen stock.



- All animal feed needs to be kept securely and above ground to prevent encouraging vermin on site.
- Identify any cleaning substances that may be covered by COSHH; these must be stored accordingly. These must also be identified to the school and add to the schools COSHH. Any medicines, such as worming medication must be kept locked away.

## **26. Risk assessment**

- 26.1 The **Headteacher** has overall responsibility for ensuring potential hazards are identified and risk assessments are completed for all areas of the school.
- 26.2 Regular assessments of high risks areas, such as Laboratories, will be undertaken.
- 26.3 Risk assessments are to be conducted for all areas of the school. Teachers and Business staff must risk assess their area and complete the Parago electronic risk assessment in September, January and April.
- 26.4 Risk assessments will identify all defects and potential risks along with the necessary solutions or control measures.
- 26.5 The **Academy Council** will be informed of risk assessments allowing issues to be prioritised and actions to be authorised, along with funds and resources.
- 26.6 **A designated staff member** will ensure risk assessments are completed by staff leading day trips or residential stays.

## **27. Slips and trips**

- 27.1 In line with HSE guidance, control measures are in place to effectively control slip and trip risks. The school utilises the following procedure:
- Identify the hazards – risk factors considered include:
    - Environmental (floor, steps, slopes, etc.)
    - Contamination (water, food, litter, etc.)
    - Organisational (task, safety, culture, etc.)
    - Footwear (footwear worn for evening events may not be in line with the school's **Uniform Policy**)
    - Individual factors (rain, supervision, pedestrian behaviour, etc.)
  - Decide who might be harmed and how
  - Consider the risks and decide if existing precautions are sufficient, or if further measures need to be introduced
  - Record the findings
  - Review the assessment regularly and revise if necessary

## **28. Security and theft**

- 28.1 Policy and procedures to reduce security risks are addressed in the **Security Plan**.

- 28.2 Closed circuit television (CCTV) systems will be used to monitor events and identify incidents taking place.
- 28.3 CCTV systems may be used as evidence when investigating reports of incidents.
- 28.4 Money will be held in a safe and banked on a regular basis to ensure Large amounts are not held on-site.
- 28.5 Money will be counted in an appropriate location, such as the **school office**, and staff should not be placed at risk of robbery.
- 28.6 Staff and pupils are responsible for their personal belongings and the school accepts no responsibility for loss or damage.
- 28.7 Thefts may be reported to the police and staff members are expected to assist police with their investigation.
- 28.8 All members of staff are expected to take reasonable measures to ensure the security of school equipment being used.
- 28.9 Missing or believed stolen equipment will be reported immediately to a senior staff member.

## **29. Severe weather**

- 29.1 The **Headteacher**, in liaison with the **SLT**, makes a decision on school closure on the grounds of health and safety.
- 29.2 If a closure takes place, the **Academy Council Governors** will be promptly informed.
- 29.3 The Avenue will act in accordance with the **Adverse Weather Policy** at all times.

## **30. Safe use of minibuses**

- 30.1 **Name of member of staff** is responsible for arranging the annual maintenance of the **minibus**, including MOTs and road tax.
- 30.2 The driver will have a current license, be aged 25 years or over, and hold a full licence in Group A or passenger carrying vehicles.
- 30.3 Drivers will complete the relevant form from the **school office** and supply a photocopy of their driving licence.
- 30.4 If passengers are paying a charge, the minibus permit will be clearly displayed in the vehicle.
- 30.5 Internal damage to the minibus is the responsibility of the individual or organisation using the minibus. The school will decide who is responsible for covering the cost of any repairs.
- 30.6 The minibus will carry strictly one person per seat and seat belts will be worn at all times.

- 30.7 Fines accrued will be paid by the driver at the time the offence was committed.
- 30.8 Starting and closing mileage, along with any potential risks or defects identified, will be reported upon return to the school.
- 30.9 The following staff members hold the required licence and have completed specific training allowing them to drive the **minibus**:

<u>Staff member's name</u>	<u>Staff member's role</u>
Nick Trimby	Site Team

### **31. School trips and visits**

- 31.1 Health and safety policy and procedures concerning school trips and visits, including trips abroad, are contained in the school's **Educational Trips and Visits Policy**.

### **32. Manual handling**

- 32.1 Manual handling can prove hazardous when it has the potential to cause a musculoskeletal disorder.
- 32.2 This can be due to repetition of the action, the force and/or posture **involved** in the completion of a handling task, and/or a person's ability to hold/grasp the particular item in a safe and balanced manner.
- 32.3 In order to manage these risks, we have adopted policies and procedures. Further information concerning the safe management of manual handling can be found in the **Manual Handling Policy**.

### **33. Working at heights**

- 33.1 Policy and procedures concerning employees working at heights are addressed in the **Working at Heights Policy**.
- 33.2 Staff members are required to sign statements confirming that they have received, read and understood the policy, prior to being allowed to work at heights.

### **34. Lone working**

- 34.1 Policy and procedures concerning employees' lone working are addressed in the **Lone Working Policy**.
- 34.2 Staff members are required to sign statements confirming that they have received, read and understood the relevant policy/policies, prior to being allowed to undertake lone working.

### **35. Workplace health and safety: stress management**

- 35.1 Staff will be aware of the symptoms of stress, including sleeping problems, dietary problems, mood swings, feeling lethargic, fatigue, emotional problems, chest pains and elevated heart rate, Lack of focus, inability to concentrate and increased sweating. Staff members who suffer from any of these symptoms are advised to consult their GP as soon as possible.

### **36. Workplace health and safety: display equipment**

- 36.1 Display screen assessments will be carried out by the **health and safety officer** for teaching staff and administrative staff who regularly use Laptops or desktops computers.

## Appendix 1 - Classroom Checklist

	Questions you should ask concerning your classroom environment:	Yes/No:	Further action required:
<b>Movement around the classroom (slips and trips)</b>	Is the internal flooring in good condition?		
	Are there any changes in floor level or type of flooring that need to be highlighted?		
	Are gangways between desks kept clear?		
	Are trailing electrical leads/cables prevented wherever possible?		
	Is lighting bright enough to allow safe access and exit?		
	Are procedures in place to deal with spillages, e.g. water and blood from cuts?		
	For stand-alone classrooms:		
	Are access steps or ramps properly maintained?		
	Are access stairs or ramps provided with handrails?		
<b>Work at height (falls)</b>	Do you have an 'elephant-foot' step-stool or stepladder available for use where necessary?		
	Is a window-opener provided for opening high-level windows?		
<b>Furniture and fixtures</b>	Are permanent fixtures in good condition and securely fastened, e.g. cupboards, display boards, shelving?		
	Is furniture in good repair and suitable for the size of the user, whether adult or child?		
	Is portable equipment stable, e.g. a TV placed on a suitable trolley?		
	Where window restrictors are fitted to upper-floor windows, are they in good working order?		
	Are hot surfaces, such as radiators, protected where necessary to prevent the risk of burns to vulnerable young people?		

<b>Computers and similar equipment</b>	If you use computers as part of your job, has a workstation assessment been completed?		
	Have pupils been advised about good practice when using computers?		
<b>Electrical equipment and services</b>	Are fixed electrical switches and plug sockets in good repair?		
	Are all plugs and cables in good repair?		
	Has portable electrical equipment, e.g. Laminators, been visually checked and tested at suitable intervals to ensure that they are safe to use? (There may be a sticker to show it has been tested.)		
	Has any damaged electrical equipment been taken out of service or replaced?		
<b>Asbestos</b>	If the school contains asbestos, have details of the location and its condition in the classroom been provided and explained to you?		
	Have you been provided with guidance on securing pieces of work to walls/ceilings that may contain asbestos?		
<b>Fire</b>	If there are fire exit doors in the classroom, are they unobstructed, unlocked and easy to open from the inside?		
	Is fire-fighting equipment in place in the classroom?		
	Are fire evacuation procedures clearly displayed?		
	Are you aware of the evacuation drill, including arrangements for any vulnerable adults or children?		
<b>Workplace (ventilation and heating)</b>	Does the room have natural ventilation?		
	Can a reasonable room temperature be maintained during use of the classroom?		
	Are measures in place, e.g. blinds, to protect from glare and heat from the sun?		
	<b>Questions you should ask concerning your classroom environment:</b>	<b>Yes/No:</b>	<b>Further action required:</b>
<b>Manual handling</b>	Have trolleys been provided for moving heavy objects, e.g. computers?		

Please note, this is not an exhaustive list and you should identify any other hazards associated with the daily use of the classroom in additional tables, including any further actions needed. If necessary, discuss your concerns with a senior leader in your school.