

# Glasllwch Primary School

## Health and Safety Policy

This policy is a	School Policy following a LA template / WG guidelines
This policy is	Statutory
Key references	Eg to WG / LA documents
Key Personnel	Chris Jackson (responsible person), Sean Cullen (competent person)
Link Governor	Stephen Morris
Key Personnel in Policy	HSE 02920 263000 Caroline Green Health and Safety Support Officer - Caroline.Green@newport.gov.uk Specialist advice Newport Nurse - 01633-656656 Royal Gwent Hospital - 01633 234234 The Grange Hospital - 01633 493100 St John Ambulance - 02920 627627 Red Cross - 01633 262143 Education Psychology Service - 01633 413836 Education Welfare Service - 01633 214816 Local Police Station - 01633 244999
Training / Accreditation Site Security	In appendix In appendix
Published / located	Website / Hwb - Teams/ School, HT office

### Aims of Policy

- To identify key personnel
- To outline staff / governor roles and responsibilities
- To outline arrangements for carrying out risk assessments
- To outline procedures for recording information on accidents and incidents
- To outline communication systems
- To outline procedures for recording violent incidents
- To outline procedures for carrying out first aid
- To record staff / governor training
- To outline procedures for off site visits and activities
- To outline fire and evacuation procedures
- To identify activities that require Personal Protective Equipment (PPE)

Previous review date	May 2020
Review date	June 2024
Next review date	June 2025
Reviewed by	Policy committee

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## General Statement of Policy

- 1 The health and safety of everyone engaged in legitimate school activities, either on or off the school premises, is of paramount importance. Our policy is to provide and maintain safe and healthy working conditions, equipment and systems of work for all employees. We will provide such information, training and supervision as is necessary for them to undertake their work safely. We also accept our responsibility for the health and safety of other people who may be affected by our activities.
- 2 Primary responsibility for complying with the Health and Safety at Work Act 1974 rests with Newport City Council as employer of all education staff within the school. They developed policies and procedures on Health and Safety issues which are relevant to the operation of the school. The Council has delegated responsibility for implementing their policies to the Director of Education, who has further delegated responsibility for day to day management of Health and Safety on the school site to the Head Teacher. The Governing Body will fully support the Head Teacher in implementing these policies.
- 3 The Governing Body accepts its responsibilities under the arrangements for the Local Management of Schools and will ensure, so far as is reasonably practicable, that the premises they control are safe and offer no risk to the health of users or others affected by their activities.
- 4 The allocation of duties and the arrangements we have made to implement this policy are set out on the following pages. The Head Teacher will make adjustments to the allocation of duties to reflect changes in personnel, circumstances or the needs of the day to day operation of the school, but major changes will be reported to the Governing Body in an annual review of this policy.
- 5 Health and Safety is the responsibility of all stakeholders, staff, pupils, parents and the Governing Body.

## Health and Safety Action Plan

- 5 The Head Teacher and the Governor with responsibility for Health and Safety will develop and maintain a Health and Safety Action Plan for the school. A copy of this Action Plan can be found in the School Development Plan.
- 6 The Plan includes prioritised targets to be achieved,  
resource requirements and training requirements,  
people responsible for taking action,  
timescales for completion of targets.
- 7 The Plan is based on Risk Assessments for school activities and premises,  
an analysis of accident reports,  
an annual inspection by the Governing Body/Premises Committee,  
the school development plan,  
feedback from staff and parents.
- 8 The Plan is submitted to the Governing Body for approval annually. It is reported on in staff meetings.

## Responsibilities

- 9 The responsibilities of the LA are set out in the LAs Statement on Health and Safety which is included in the Manual of Health and Safety Procedures issued by the LA.
- 10 Within the school, the holders of the following posts are responsible for Health and Safety in their areas/subjects:-
- |             |   |
|-------------|---|
| Headteacher | overall responsibility for day to day management of Health and Safety on the school site and for off-site activities;<br>accident investigation;<br>Health and Safety briefing for new and temporary staff;<br>identification of training needs and organisation of training; |
|-------------|---|

	arranging and monitoring the testing of electrical equipment;
Deputy Head / Acting Head	responsibility for the Head's functions in her/his absence;
Competent Person	support and advice for managers on health and safety issues
Premise Manager	<p>school site and security;</p> <p>testing alarm systems;</p> <p>compliance with COSHH Regulations;</p> <p>monitoring maintenance of plant and equipment, including the heating system, plant and boiler rooms;</p> <p>checking fire exits, signage and escape routes;</p> <p>all external features and external areas including entrance routes, car parks, fencing, gates;</p> <p>common internal areas such as Hall, Canteen, entrance foyer, stairs, corridors, and related risk assessments;</p> <p>outside structures and play equipment</p>
Teaching Staff	own teaching areas, equipment, activities and related risk assessments;
Health and Wellbeing Team	<p>PE teaching areas, equipment, systems of work and related risk assessments;</p> <p>outdoor play areas, equipment and playgrounds, and related risk assessments;</p> <p>field trips and off site activities, equipment, systems of work and related risk assessments;</p>

### **Health and Safety Governor:**

The governing body has a named governor with responsibility for health and safety matters. It is this governor's responsibility to keep the governing body informed of new regulations regarding health and safety, and to ensure that the school regularly reviews its processes and procedures with regard to health and safety matters. The governor in question also liaises with the LA and other external agencies, to ensure that the school procedures are in line with those of the LA.

Teachers are responsible for Health and Safety during all teaching activities and specifically for:

Science and Tech      technology teaching areas, equipment, systems of work and related risk and COSHH assessments;

science teaching areas, equipment, systems of work and related risk and COSHH assessments;

IT activities computer teaching areas, equipment, systems of work and related risk and Display Screen assessments;

The following post holders are responsible for:

Office Manager office equipment and clerical systems, receipt of visitors; informing visitors of evacuation procedures; monitoring and replenishing First Aid stocks;

Cleaners Cleaning equipment;

Teachers and Teaching Assistants Safe supervision and organisation of children's play;

All employees responsibility to co-operate with supervisors and managers to achieve a safe and healthy workplace;  
responsibility to take reasonable care of themselves and others;  
reporting all accidents, dangerous incidents and near misses;  
reporting all health or safety problems which they are not able to put right, to the appropriate person named above;  
check all working areas and equipment on a daily basis.

Key named post holders and personnel are set out in Appendix 1 to this document

## **General Arrangements**

### **Risk Assessment**

- 11 We recognise the fundamental importance of risk assessment in identifying hazards, developing a planned approach to providing a safe and healthy environment, and maintaining a culture of continuous improvement. All school activities, premises and work processes will be subject to risk assessment in accordance with the procedure issued by the LA. This procedure is included in the LAs Manual of Health and Safety Procedures and is fully supported by the Governing Body. It includes an annual review of all risk assessments, or more frequently if circumstances require.
- 12 The information generated by the risk assessment process will be used to inform decisions on matters to be included in the school's Health and Safety Action Plan, which will also include a prioritised programme of risk assessments still to be carried out.
- 13 Risk assessment forms are kept on staff shared area.

## Communication

- 14 We recognise the importance of good communication arrangements on Health and Safety issues within the school, within the education service and with the wider community. Accordingly, the following measures will be implemented:-

**Safety Representatives** - the school will co-operate fully in the appointment of Safety Representatives by recognized trade unions in accordance with the Safety Representative and Safety Committee Regulations 1977 and will provide them, where necessary, with sufficient facilities and training to carry out their task effectively.

**Governors** - Health and Safety will form part of the HT's report to the Governing Body. Any issues relating to Health and Safety will be discussed at each meeting.

**Staff Meetings** - Health and Safety will be included on the agenda every week to give the Head and staff opportunities to raise and discuss Health and Safety issues.

**Information to the LA** - the LA will be made aware of Health and Safety issues within the school, including good practice that will be of interest to other schools. The Head or Governing Body will also inform the LA as soon as practical, either verbally or in writing, of any Health and Safety issue which is the LA's responsibility, and will inform the LA as soon as practical of any issue requiring immediate action that they are unable to deal with.

**Hazard Book** - staff will inform the appropriate member of staff of hazards if they cannot deal with them themselves, and will record details of hazards in the Hazard Book. This will form part of the Site Manager's programme of work if appropriate.

**Induction Training** - all staff (including temporary and part time staff) will have induction sessions when they start work at the school, which will include relevant information on Health and Safety such as their own responsibilities, accident reporting arrangements, access to first aid, hazard reporting arrangements and fire alarm and evacuation procedures.

**Health and Safety Questionnaire** - the school will co-operate with the LA on completion of a questionnaire on Health and Safety which they circulate to all schools from time to time. The questionnaire is used to give feedback to the LA on Health and Safety issues for which they are responsible.

**Inspection/Audit** - the Governing Body representative together with the Site Manager will undertake periodic Health and Safety inspections of the school premises and an audit of its safety procedures. Details of their findings will be used to inform decisions on the Health and Safety Action Plan as appropriate.

**Policy Document** - All staff will be given access to this policy document. All staff will be informed of alterations to the policy document either in writing or via staff meeting agendas.

## **Accidents**

- 15 All accidents, dangerous occurrences and near misses will be recorded on the appropriate form and reported to the Head, the Governing Body and the Education Department in accordance with the procedures issued by the LA. These procedures are included in the Manual of Health and Safety Procedures issued by the LA, and are fully supported by the Governing Body. This will ensure that the school meets its legal responsibilities and that its insurance cover is not compromised, and will provide valuable monitoring information during the formulation of the Health and Safety Action Plan.
- 16 The Head Teacher will report serious accidents to the Governing Body as soon as practical, and will report a summary of significant accidents occurring in school to be submitted at least termly to the Governing Body. The information will be used to inform decisions on matters to be included in the school's Health and Safety Action Plan.
- 17 Accident books and report forms are kept in the school office.

## **Violent Incidents**

- 18 The Governing Body and the City Council will fully support any employee who is the subject of a violent incident in the course of their duties, giving due regard to all the circumstances of the case. This support involves assistance in obtaining legal advice and paid time off for interviews and court appearances.
- 19 A violent incident is any incident in which an employee is abused, threatened or assaulted, and includes:-
- Physical attack** - whether visible injury occurs or not
  - Animal attack** - where an animal is used as a threat, whether visible injury occurs or not
  - Serious verbal abuse** - when an employee feels threatened. This includes sexual or racial abuse.
  - Attack against property.**
- 20 All violent incidents and near misses will be recorded on the appropriate form and reported to school management, Governors and the Education Department in accordance with the procedures issued by the LA. These procedures are included in the Manual of Health and Safety Procedures and are fully supported by the Governing Body.
- 21 The Head Teacher will report all serious incidents to the Governing Body as soon as practical, and will prepare a summary of such incidents occurring in the school and submit it



to the Governing Body each term. The information will be used to inform decisions on matters to be included in the school's Health and Safety Action Plan.

- 22 Forms for reporting violent incidents are kept on staff shared area.

### **First Aid**

- 23 First Aid on the school site and for off-site activities will be provided in accordance with the procedure issued by the LA. This procedure is included in the Manual of Health and Safety Procedures issued by the LA and is fully supported by the Governing Body.
- 24 While First Aid may be administered by any person in an emergency, First Aid will normally only be administered by a nominated First Aider with a current First Aid at Work Certificate.
- 25 To comply with the Council's procedure, the school needs 2 qualified First Aiders. Nominated First Aiders for the school, who are all holders of current First Aid at Work Certificates, are identified in the appendices.

All other support staff hold the one day First Aid Certificate.

### **Off-Site Visits and Activities**

- 29 All off-site visits and activities will be organised in accordance with the procedure issued by the LA. This procedure is included in the Manual of Health and Safety Procedures and is fully supported by the Governing Body.
- 30 Group leaders will undertake a risk assessment before undertaking any off site activity, will discuss their plans with the Head or other appropriate senior member of staff, and take appropriate action to mitigate risks.

### **Fire and Emergency Evacuation Procedures**

- 31 The detailed procedure for emergency evacuation of the school is set out in the appendices and in the Emergency Procedures Plan and is based on a Fire Risk Assessment carried out by the Head Teacher, which is reviewed after every fire, emergency or practice evacuation. Information from these reviews will be used in the Health and Safety Action Plan.

*Evacuation procedures should include:-*

*Procedures for raising the alarm on finding a fire or similar emergency,*

*Roles of all staff, including responsibility for children, visitors and parts of the building, last-person-out procedures, communication and control, information to emergency services*

*and parents, access to the site,*

*Evacuation routes and assembly points, alternative shelter arrangements in bad weather,*

*Roll call arrangements,*

*Evacuation procedures for Out of Hours activities,*

*Target times for evacuation,*

*Practice and training frequency,*

*Monitoring the effectiveness of the evacuation procedure and feedback into the Action Plan, if necessary.*

*The Fire Risk Assessment should include:-*

*potential fire sources and smoke routes,*

*people at risk,*

*an evaluation of the likelihood of a fire starting and the severity of injuries*

*details of risk control measures, such as evacuation procedures, maintenance procedures for electrical and other equipment, smoke doors, exits and escape routes, fire fighting equipment, fire detection equipment,*

*training arrangements,*

*recording and review arrangements.*

## 32 Option to be used by Primary Schools -

The first priority will be the safety of pupils, staff and visitors. All buildings will be evacuated quickly and safely, and no attempts will be made to return to the buildings until the Head Teacher is told it is safe to do so by the Fire Service. **Under no circumstances should staff or volunteers attempt to fight a fire: their paramount responsibility is the safety of their pupils, their colleagues and themselves. Fire extinguishers should only be used in extreme circumstances.**

## Stress Management

### 33 We recognise the importance of managing stress in the workplace. We will identify hazards and assess work related risks to mental health with the aim of reducing them so far as is

reasonably practicable in accordance with the LEAs procedure on Tackling Stress in the Workplace. This procedure is included in the Manual of Health and Safety Procedures issued by the LA and is fully supported by the Governing Body.

- 34 The information provided by the risk assessments will be used to inform decisions on matters to be included in the school's Health and Safety Action Plan.

### **Contractors**

- 35 Current good practice on the use of contractors on school sites includes the following provisions which will be complied with:-

- i) All contractors must sign in at reception prior to commencing work on the school site (or must have made specific alternative arrangements with the Head Teacher) and must not start work until staff are satisfied their visit has been approved by school management. Special arrangements may be necessary for contractors who start work before the school day begins, but these arrangements must be agreed by school management in advance and must be monitored to ensure they are complied with.
- ii) Contractors names and vehicle details (if parked on the school site) must be entered into the system when they come to the school. They must be given some identification to show they are authorized visitors, and they will be given appropriate information about emergency and evacuation procedures. In the event of an emergency or evacuation, the visitors book must be taken to the assembly point by the office manager and any contractors or other visitors must be accounted for.
- iii) Contractors must demonstrate to school management that they are aware of good practice in Health and Safety issues pertaining to themselves and their work, and that they can carry out their work without presenting any danger to others on the school site, before they are allowed to start work.
- iv) Electrical equipment used by contractors must be appropriate to the work to be undertaken and of low voltage. It must hold a current Certificate of Inspection as specified under the Electricity at Work Regulations.
- v) Work carried out during the school day must be agreed to beforehand. Potential risks must be identified and eliminated or otherwise controlled to the satisfaction of the Head Teacher. Access, storage, working and break areas must be clearly identified and arrangements agreed to ensure that pupils and staff are kept at a safe distance.
- vi) Consideration will be given to the following points in agreeing a safe operating procedure with Contractors -

provision and maintenance of secure barriers,  
safety signage,  
treatment and removal of waste,  
siting and removal of skips,  
safe and secure storage of tools and materials,  
use of electrical equipment, including minimising voltage whenever practical,  
use of other equipment - ladders etc,  
conduct and behaviour of contractor's staff whilst on site,  
use of vehicles on site - access, parking, loading and unloading,  
use of site utilities and amenities,  
NO SMOKING OR ALCOHOL within the premises.

## Visitors

- 36 All visitors must report to school reception on entering the site. They will not be allowed into the school until staff are satisfied their visit presents no risks to staff, pupils or others on the site, or has been otherwise approved by school management.
- 37 Visitors names and vehicle details (if parked on the school site) will be entered into the system when they come to the school. They will be given some identification to show they are authorised visitors, and they will be given appropriate information about emergency and evacuation procedures. In the event of an emergency or evacuation, the visitors ipad will be taken to the assembly point by the office manager and any visitors accounted for.
- 38 Special arrangements will need to be made to accommodate large numbers of visitors attending events such as school concerts, parents evenings or professional learning events as it will not be practical to sign them all in and issue identification badges. Schools should ensure that such visitors are restricted to specified areas, are well supervised and are given appropriate information about emergency and evacuation procedures. Consideration should be given to the provision of emergency lighting in areas used for such events, particularly if they are likely to take place outside normal school hours.

## Hazards

- 39 A Hazard Book will be kept in the office for staff to report details of hazards. If staff become aware of any hazard, they should inform the Head Teacher or member of staff identified in the Responsibilities section of this document as soon as possible, and record their concerns in the Hazard Book with the date and time of reporting. The Governor with responsibility for Health and Safety will examine the Hazard Book at least once each term and will report to the Governing Body on issues arising and action taken.
- 40 The Hazard Book will include information on the nature of the hazard and the action taken by school management to control any risks.

- 41 Hazard sheets relating to chemicals and materials will be kept in appropriate areas - Science, Technology, Caretaker and Cleaners work areas. Staff using these chemicals or materials must be advised on their safe use by the appropriate member of staff.

### **Personal Protective Equipment (PPE)**

- 42 If PPE is identified in a risk assessment as necessary for any employee engaged in legitimate school activity, it will be provided, stored, maintained and used in accordance with the procedure issued by the City Council. The procedure is included in the *Manual of Health and Safety Procedures* issued by the LA and is fully supported by the *Governing Body*.

### **Housekeeping**

- 43 All work areas will be kept reasonably clean and free from clutter to allow safe use of the area and movement within the school. All emergency exits and escape routes will be kept clean and clear at all times. Staff should report inadequately cleaned areas and blocked exits or escape routes to the Head Teacher.

## **Electrical Equipment**

- 44 All portable electrical appliances will be tested for safety every year and will be marked to show the date of the test. All semi portable equipment, such as computers and printers with non-conductive outer casings that are rarely moved, will be tested for safety every three years. All fixed wiring and fixed electrical equipment (which is the responsibility of the LA) should be tested every five years.
- 45 Registers of electrical equipment and testing regimes will be kept in the school office.
- 46 Staff should visually inspect all electrical equipment every time it is used for obvious signs of wear and tear, and take damaged equipment out of use until it can be checked by a competent electrician. Staff should report any concerns they have to the Headteacher and record details in the hazard book. If there is any doubt about the safety of any electrical equipment IT SHOULD NOT BE USED.
- 47 Great care will be taken if pupils use electrical equipment. The equipment will be of low voltage wherever possible and pupils will be made aware of safety procedures, the need to carry out appropriate safety checks and how to deal with hazards.
- 48 Personal items of electrical equipment should not be brought into school for use on site, as this equipment may not comply with the Electricity at Work Regulations. Staff disregarding this instruction may be personally liable for accidents or damage caused by the use of their equipment.

## **Machinery and Equipment**

- 49 Machinery may only be used by qualified and trained personnel. Guards and appropriate safety signage should be in place, appropriate Personal Protective Equipment should be used by operators and spectators, and manufacturers operating instructions should be followed at all times.
- 50 Staff should visually inspect all machinery and equipment every time it is used for obvious signs of wear and tear, and must take damaged equipment out of use until it can be checked by a competent person. Staff should report any concerns they have to the Headteacher and record details in the Hazard Book. If there is any doubt about the safety of any machinery or equipment IT SHOULD NOT BE USED.
- 51 Great care will be taken if pupils use machinery. Pupils will be made aware of safety procedures, the need to carry out appropriate safety checks and how to deal with hazards.
- 52 Personal items of machinery or equipment should not be brought into school for use on site, as this equipment may not comply with the Provision and Use of Work Equipment Regulations. Staff disregarding this instruction may be personally liable for accidents or damage caused by the use of their equipment.

## Appendix 1

### Named Post Holders

Role	Name
Head Teacher	Chris Jackson
Deputy/Acting Head	Jenny Munslow
Premises Managers	Sean Cullen, Richard Simmonds
Health & Safety Governor	Stephen Morris
CoG	Kimberley Anthony

### Training

Person	Level of training	Date attended	Date to be renewed
All staff	Emergency First Aid at Work	March 2022	25.3.25
C. Logan	First Aid at Work	December 2021	10.12.24
S. Lane	First Aid at Work	February 2022	28.2.25
L. Burgess	First Aid at Work	February 2022	28.2.25
Teaching staff R. Zahr S. Martin K. Summers P. Glencross L. Burgess S. Lane S. King Support staff R. Jenkins C. Templeton C. Bunn L. Venn R. Bibi C. Logan J. Ash	Team Teach	20.9.2022	20.9.2025

All staff	Manual Handling	June 2024	June 2027
All staff	Display Screen Equipment	June 2024	June 2026
All staff	Fire Awareness	June 2024	June 2026
S. Cullen	Asbestos	July 2022	Booked onto August 20 <sup>th</sup> 2024

C. Jackson	Asbestos	February 2023	February 2025
J. Munslow	Asbestos	February 2023	February 2025
S. Cullen	Premise Management	June 2024	June 2026

Designation	Name	Signed	Date
Headteacher	Christine Jackson	C. M. Jackson	27.6.24
Health and Safety Governor	Stephen Morris	S. Morris	27.6.24
CoG	Kimberley Anthony	K. Anthony	27.6.24



## **Appendix 2**

### **School Site**

School site will be inspected periodically by the site manager to check for hazards, wear and tear and any concerning issues in relation to safety and security.

Identified issues in relation to safety and security will be brought to the attention of the Headteacher and Governing Body for discussion and to seek a resolution.

### **School Security**

The school site is secured by electric gates to the vehicle access, a pedestrian gate at the bottom of the drive, a fence which demarcates the school boundary and a gate to access the school yard. The electric gates are closed at 8.30am with access via a buzzer system to the main office. The gate to the school yard is locked at 9.10am and reopened at 3.10pm. This ensures the safety and security of our school community throughout the day.

At 9.00am each day the school doors are locked and entry for visitors is only possible through the main entrance. The main school door is also locked with entrance gained only by an electronically operated system. All visitors are required to come through the main entrance and to report to the office. They are required to sign in an ipad system on entering and exiting the building. Parents who pick up children from school early for medical appointments must sign out on our system.

For safety reasons all doors can be opened easily from the inside.

During the winter months, when school has evening events, mobile lighting is put outside to ensure the health and safety of visitors to school.