

Rydal Health and Safety Policy

Accepted by: Board of Directors December 2018
Leadership Team Lead Reviewer: Trust Business Manager
Review Cycle: 1 Year
Last reviewed: October 2020
Date for next review: October 2021

Contents

Trust Health and Safety Statement of Intent	
1.0	Introduction
2.0	Foreword by Head teacher
3.0	Health and Safety Policy Statement
4.1	Organisation
4.2	The Board of Directors
4.3	The Head Teacher
4.4	Trust Business Manager (Health and Safety Co-Ordinator)
4.5	Heads of Departments
4.6	Classroom Teachers
4.7	Pupils
4.8	Health and Safety Representatives
5.1	Arrangements
5.02	Introduction
5.03	Health and Safety Committee
5.04	Accident Reporting
5.05	Accident Investigation
5.06	First Aid
5.07	Fire Safety
5.08	Risk Assessment
5.09	Safeguarding
5.10	Electrical Safety
5.11	Safety Training
5.12	COSHH
5.13	Display Screen Equipment
5.14	Traffic Management
5.15	School Transport
5.16	Safety of Visitors including Contractors
5.17	Violence to Staff
5.18	Stress
5.19	Manual Handling
5.20	Machinery and Equipment
5.21	Legionellosis
5.22	Asbestos awareness
5.23	School Visits
5.24	Personal Protective Clothing
5.25	Blood Borne Viruses (BBV's) and Sharps Disposal
5.26	Lone Working
5.27	Working at Height
6.0	Monitoring the Policy
7.0	Policy Review

- Appendix A Visitor guidance and guidance for on-site contractors
- Appendix B Health and safety guidelines for evening classes
- Appendix C Policy to Reduce the Risks Associated with Covid-19

Swift Academies - Health & Safety Policy

Introduction

The purpose of this policy is to indicate the multi academy trust's commitment to achieving a safe working environment for all staff, pupils and visitors connected with our sites and activities.

This policy will be reviewed annually by the Director for Health and Safety and ratified by the Board of Directors.

GENERAL STATEMENT OF INTENT

1. The Board of Directors recognise and accept their respective responsibilities under the Health & Safety at Work etc. Act 1974, and all supporting Regulations in order to provide a safe and healthy workplace for all its employees, pupils and visitors to the MAT's premises.
2. The Board of Directors will individually and collectively, take all steps within their power, where reasonably practicable, to meet their responsibilities, paying particular attention to the provision and maintenance of:
 - (a) Plant, equipment and systems of work that are safe;
 - (b) Safe arrangements for the use, handling, storage and transport of articles and substances;
 - (c) Sufficient information, instruction, training and supervision to enable all employees to avoid hazards and contribute positively to their own health & safety at work;
 - (d) A safe place of work and access to it;
 - (e) A healthy working environment and adequate welfare facilities.
3. Although it is the legal duty of the Board of Directors to ensure the health, safety and welfare of all persons, the day to day responsibility for health and safety has been delegated to individual Heads of School and all employees acting in a managerial capacity. It is therefore their responsibility for ensuring that all persons under their charge comply with the MAT's Health & Safety objectives, at all times.
4. A Health and Safety Practitioner, supplied through Avec, provides competent technical advice on health and safety matters where necessary to assist such employees in their task and to provide legal and best practice advice when required.
5. The Board of Directors will ensure that adequate resources are made available to achieve our primary aim of staff and pupil safety.
6. The Board of Directors expect all staff to risk assess the impact of their activities in relation to themselves and third parties. Staff are expected to inform their appropriate line manager of any safety concerns and if appropriate, these concerns should be passed on to the Board of Directors for action if necessary.

Signed by

Trust Business Manager.....

Name..... SARAH JONES

Date..... 20.10.2020

Chief Executive.....

Name..... DEAN JURSON

Date..... 20.10.2020

1.0 Introduction

The following statement of the school's general policy with respect to the health and safety of its employees and pupils while at work, and the organisation and arrangements presently in force for carrying out that policy, has been prepared in accordance with the Health and Safety at Work Act 1974. Avec's Health and Safety Advisor will review the policy at least annually.

A copy of this policy will be made available to all staff. Staff in addition to the policy will have access to support and advice in order to implement and comply with the policy and procedures.

2.0 Foreword by Head Teacher

Rydal School recognises and accepts its legal responsibilities for the health, safety and welfare of its employees and the health and safety of any other person who may be affected by its activities. To this end it aims to apply and enforce all current legal requirements, together with appropriate safety measures. In addition, where practicable the school will attempt to continuously improve the health and safety at work of all its members, by operating a proactive policy of reducing hazards over and above the requirements of legislation. This will be done within a clearly defined safety management structure by the dissemination of appropriate guidance, instructions and information and auditing procedures.

While recognising its own responsibilities in the matter of health and safety at work, the school requires the co-operation of all members, staff, pupils and visitors, in meeting these obligations. The school believes that health and safety at work is the responsibility of all those at work. It will encourage employees to take an active role in ensuring that a safe working environment is maintained. This will be done by providing a clear reporting route for accidents and incidents and encouraging suggestions to improve the working environment.

Communication is considered a vital part of any efficient health and safety management system. Therefore, any member of staff or employee of the school may approach his or her head of department or designated safety committee representative on any matter relating to health and safety. Pupils may approach their tutor as appropriate or their designated safety committee representative on health and safety matters.

Signed



Head Teacher

23rd October 2020

This statement will be reviewed in October 2021

3.1 Health and Safety Policy Statement

The management of health and safety is regarded as being of the utmost importance for all pupils, staff and visitors to Rydal School. Therefore, the school recognises and accepts its responsibility to set standards at least as high as that required by the Health and Safety at Work Act 1974 and supporting regulations, and so far, as is reasonably practicable, to achieve zero work related fatalities, as well as an incident and injury free environment.

The school will accomplish this target, in so far as is reasonably practicable, through adopting an approach to continuous improvement through;

- Providing and maintaining plant and equipment and systems of work that are safe and without risks to health;
- Making arrangements for ensuring safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances;
- Providing such information, instruction, training and supervision as is necessary to ensure the health and safety at work of employees and pupils and visitors;
- Maintaining any place of work under the school's control in a condition that is safe and without risks to health and to provide and maintain means of access to and egress from it that are safe and without such risks;
- The provision and maintenance of a working environment for employees and pupils that is safe and without risks to health and is adequate as regards facilities and arrangements for their welfare at work;
- Providing such protective equipment as is necessary for the health and safety at work of employees and pupils;
- The encouragement of staff to set high standards of health and safety by personal example, in order that pupils leaving the school should take with them an attitude of mind which accepts good health and safety practice as normal;
- Striving to monitor the effectiveness of health and safety provisions within the School;
- Keeping the school health and safety policy under at least annual review in order to support the School's policy of continuous improvement and to duly publish any amendments.

This statement will be issued to each new member of staff.

4.1 Organisation

Although health and safety within the school is a collective responsibility this policy recognises the responsibility that effective and efficient management has towards achieving the school's safety objectives. The Head of School is responsible in conjunction with the Board of Directors for the management of Health and Safety matters within the school. Oversight and co-ordination for health and safety across the school is the responsibility of the school's Administration Manager. This section outlines the responsibility that each element within the school has towards the health, safety and welfare of those connected with Rydal School.

4.2 The Board of Directors

The Directors of Rydal School shall ensure that when undertaking the management of the school budget all health and safety implications are considered.

Health & Safety appears as a standing item on the Board of Directors Agenda. A report is received and matters arising minuted. Furthermore, their main functions are;

- (a) Monitoring the school safety performance (including consideration of inspection reports);
- (b) Prioritising actions where resources are required;
- (c) Ensuring actions are carried out;
- (d) Including health and safety on Directors' meeting's agenda;
- (f) Ratifying the local safety policy.

4.3 The Head Teacher

The Head Teacher has an overall responsibility for the application of this policy.

The Head Teacher's main functions are:

- (a) Overall management of all health and safety matters in the school in accordance with the health and safety policy;
- (b) Ensuring risk assessments are carried out;
- (c) Submitting inspection reports to the Directors;
- (d) Ensuring action is taken when suitably recommended;

- (e) Communication of information received on health and safety matters to appropriate people;
- (f) Management of investigations;
- (g) Identifying staff health and safety training needs;
- (h) Liaising with Directors on policy issues and any problems in implementing the health and safety policy;
- (i) Co-operating with and providing necessary facilities for trades unions safety representatives.

4.4 Trust Business Manager (Health and Safety Co-Ordinator)

The Trust Business Manager can be expected to:

- (a) Undertake duties as directed by the Head of School in pursuance of the school's safety policy.
- (b) Review annually all Health and Safety practices and procedures within the school and to advise, make recommendations and implement as necessary.
- (c) Act as the focal point for day-to-day references on health and safety and advise or indicate sources of advice.
- (d) Co-ordinate the implementation of safety procedures.
- (e) Maintain contact with outside agencies that are able to offer expert advice.
- (f) Ensure that appropriate and regular inspections of the school are conducted and to check the suitability of working practices.
- (g) Ensure that accidents and hazards are recorded and reported as appropriate to the appointed School Health and Safety Advisor, and conduct appropriate remedial action including accident and near miss investigation.
- (h) Conduct a health and safety audit with each new member of staff, a copy of which is signed and held in the central record.
- (i) Review annually
 - i) Provisions of First Aid arrangements
 - ii) Emergency procedures
 - iii) Safety procedures
 - iv) Safety Induction procedures
 - v) All Risk Assessments

4.5 The School's Administration Manager

The school's Administration Manager can be expected to;

- (a) Undertake duties as directed by the Head Teacher in pursuance of the school's safety policy.
- (b) Review annually all health and safety practices and procedures within the school and to advise, make recommendations and implement as necessary.
- (c) Act as the focal point for day-to-day references on health and safety and advise or indicate sources of advice.
- (d) Co-ordinate the implementation of safety procedures.
- (e) Maintain contact with outside agencies that are able to offer expert advice.
- (f) Ensure that appropriate and regular inspections of the school are conducted and to check the suitability of working practices.
- (g) Ensure that accidents and hazards are recorded and reported as appropriate to the Avec's Health and Safety Advisor, and conduct appropriate remedial action including accident and near miss investigation.
- (h) Conduct a health and safety audit with each new member of staff, a copy of which is signed and held in the central record.

Review annually;

- Provisions of first aid arrangements
- Emergency procedures
- Safety procedures
- Safety induction procedures
- Risk Assessments

4.6 Heads of Department

Heads of Departments include those with teaching as well as non-teaching responsibilities, (e.g. Head of Year, Caretaker, etc.). Staff holding such positions:

- (a) Have responsibility for the application of the school's health and safety policy to their own department and should comply with instructions given by the Board of Directors and Head Teacher.
- (b) Must establish, maintain and develop safe working procedures (e.g. use and storage of chemicals, machinery, etc.)
- (c) Should attempt to resolve any health and safety problems any member of staff may raise and refer to the school's Administration Manager any problem for which there is not a satisfactory solution within the resources available.
- (d) Must conduct regular safety inspections within their department, of locations and activities for which they hold responsibilities and to submit reports to the school's Administration Manager. Health and safety must be a standing item on the agenda of departmental meetings.
- (e) Should arrange for staff training and information so as to avoid hazards and to contribute positively to their own safety and health at work. Also, to communicate health and safety information received to appropriate people. This role should also ensure that all staff within their departments receive health and safety induction training.
- (f) Notify the Designated Safeguarding Lead and /or the Trust Business Manager of changes or additions to plant, equipment and machinery.
- (g) Implement control measures and improvements as identified through risk assessments, accident investigations or any type of monitoring conclusion.

4.7 Class Teachers

The safety of pupils and visitors in the classrooms, laboratories, workshops and physical education areas is the responsibility of the class teacher. Their main functions are:

- (a) Day-to-day management of health and safety in accordance with the health and safety policy;
- (b) Checking classrooms/work areas are safe (e.g. No slip and trip hazards etc.) and to report any foreseeable concerns to their line manager before the activity commences;
- (c) Checking equipment is safe before use, as well as ensuring equipment is left in a safe condition after use;

- (d) Ensuring safe procedures are followed and that emergency procedures are understood;
- (e) Ensuring protective equipment is available and used, when needed;
- (f) Participating in inspections and supporting the health and safety committee, if appropriate;
- (g) Bringing problems to the relevant manager's attention and to propose appropriate recommendations to improve safety;
- (h) Integrate all relevant aspects of safety into the teaching process and if necessary give specific lessons on safety.

4.8 Pupils

Pupils are expected to;

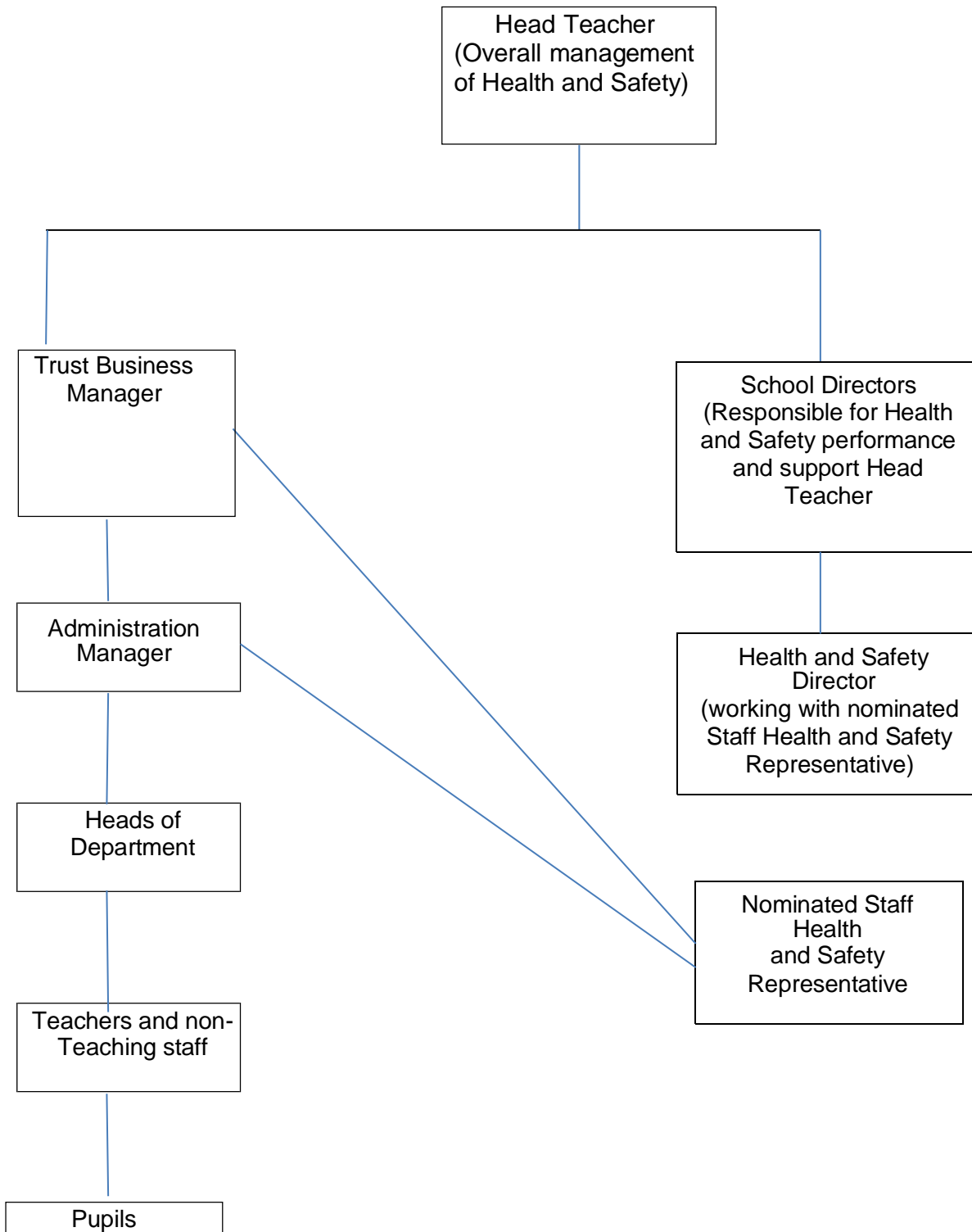
- (a) Understand and exercise personal responsibility for safety of themselves and others;
- (b) Observe standards of dress consistent with safety and hygiene, (e.g. Suitable footwear and the preclusion of unsuitable jewellery etc.).
- (c) Understand and observe the safety rules of the school and in particular the instructions of staff given in an emergency.
- (d) Use, and not deliberately misuse, neglect or interfere with items provided for safety.

4.9 Health and Safety Committee Representatives

The Health and Safety Representative functions are;

- (a) To investigate potential hazards and dangerous occurrences at the workplace and to examine the cause of accidents at the workplace.
- (b) To investigate complaints by any employee relating to their health, safety or welfare at work and to represent or advise employees when in consultation with enforcing authorities.
- (c) To make representations to the Head Teacher on concerns regarding health, safety or welfare at work.
- (d) To receive and utilise information from Inspectors.
- (e) To attend meetings of safety committees in the capacity of safety representatives and in connection with the above functions.

Health and Safety Organisation Flowchart



5.1 Arrangements

5.2 Introduction

This section will offer guidance on how the functions allocated to individuals will be carried out in order to achieve the policy objectives.

5.3 Health and Safety Committee

The committee is an important element in achieving the Head Teacher's health and safety objectives and as a workgroup will have a valuable contribution to make. This committee will comprise the Trust Business Manager who will chair the meeting, a member of the Board of Directors, a member of the teaching staff who is the union representative, the school's Administration Manager and the school caretakers.

The Health and Safety Committee will meet during each term to review safety performance. Furthermore, health and safety must be a standing item on the agenda of department and pastoral meetings, at school level, where minutes of health and safety issues can be documented, and actions checked.

5.4 Accident Reporting

Accidents or injuries to any person, including contractors, should be reported to the Line Manager by those persons involved in the accident. The accident should be recorded in the accident report book, which is held in the school office and an accident report form should be completed. The report form will go to Tracy Metcalfe (Avec).

Death and all major injuries to employees and hospital attendance by members of the public as a result of an accident also require immediate notification Avec's Health and Safety Advisor by emailing tracy.metcalfe@avec-partnership.com or by calling **07789 905393**. Such injuries to pupils also require parent notification.

Major injuries requiring telephone notification include;

Any fracture; amputation; dislocation of the shoulder, hip, knee or spine; serious eye injury; serious burn; loss of consciousness; acute illness from chemicals; or any other injury requiring immediate hospital attendance.

5.5 Accident Investigation

The Line Manager, with the cooperation of the class teacher if necessary, should carry out an investigation following an accident or near miss situation in order that causes may be identified and measures taken to prevent a recurrence. For major accidents the Head Teacher or his delegated deputy will also take part in the investigation. Investigations such as these are essential in order that accidents, damage to equipment and property, and losses are kept to a minimum. Further advice relating to investigations may be obtained from the Avec's Health and Safety Advisor. Findings from all investigations should be recorded on the accident report form and recommendations actioned by those responsible.

5.6 First Aid

First aid posts will be established in the school, in accordance with the Health and Safety (First Aid) Regulations 1981, so as to be reasonably accessible to all employees and pupils. They will be suitably stocked at all times.

The names and workplaces of those persons responsible for first aid are displayed at various locations around the school.

The person responsible for the first aid boxes will ensure, where reasonably practicable, that they are fully equipped at all times.

The school injury record book will be maintained, and this record book is to be made available to any authorised person whenever requested. It should be secured when not in use in order to comply with GDPR and the Data Protection Act.

Only qualified persons should carry out first aid treatment. To this end training courses will be held as required to ensure that there are sufficient persons qualified to meet the school's needs and satisfy the legal requirements of the Health and Safety (First Aid) Regulations 1981.

Medical treatment should not be given (e.g. application of creams/medications, injections, etc.) by untrained staff members.

Serious cases of injury should receive qualified medical attention.

5.7 Fire Safety

Preventative measures against fire are important and form the basis of rules to reduce the likelihood of fires occurring, e.g. restrictions on smoking, special precautions concerning flammable liquids and gases and maintenance of electrical appliances. To this end the school has employed a no-smoking policy within all areas of the site. As preventative measures can never be foolproof, reactive measures are also important and include:

(a). Physical measures include fire doors, smoke detectors, alarm systems and fire-fighting equipment. These will be provided, tested and maintained where necessary. The extinguishers will be checked and maintained by a competent contractor under an SLA, the remaining fire precaution measures will be checked and maintained by the school's caretaking staff.

(b). Detailed information about fire evacuation procedures is provided to regular and temporary members of staff, including supply and trainee teachers in their induction. Details about fire evacuation routes are displayed in teaching rooms and other rooms where staff and pupils regularly work. Members of the school should familiarise themselves with such details for the rooms that they use.

Records will be kept of any tests and examinations of alarm systems and held by the school caretakers. The school's Administration Manager records details of all evacuations for whatever reason, including practices and false alarms, so that the effectiveness of each evacuation can be assessed, and action can be taken regarding

any problems that have occurred.

5.8 Risk Assessments

Risk assessments provide the backbone of any safe system of work and therefore all school activities must be assessed for hazard and evaluated for risk. An assessment that identifies a significant hazard should be recorded in writing and the measures needed to control the risk to health and safety should be listed and communicated by the Head of Department involved.

For on-going activities, the risk assessment should be reviewed if the circumstances that surround that activity change. An “internal events risk assessment form” must be completed for any special event.

The risk assessment must be submitted to the school’s Administration Manager for its consideration. No activity should be undertaken without a risk assessment being undertaken and Head teacher or school’s Administration Manager agreeing to the activity.

A risk assessment is completed by the school’s Administration Manager for each pregnant member of staff. This is reviewed as the pregnancy continues. Furthermore, on return to work a risk assessment will be conducted for nursing mothers and procedures put in place to accommodate the assessment findings. When necessary the assessment will be recorded and held on file as a bespoke assessment.

5.9 Safeguarding

Rydal recognises the importance of safeguarding the safety of both pupils and members of staff and to this end there is a comprehensive system in place.

See Safeguarding policy and procedures for details.

5.10 Electrical Safety

The following arrangements for electrical safety apply to all electrical equipment in use in the school, including personal items.

- a) Only electrical equipment that is properly installed and maintained should be used in the school. The indication that equipment has been properly maintained is that a label is attached to each item bearing a date after which it should no longer be used. Items not bearing such a label, or where the date on the label has been passed, should be withdrawn from use and given to the appropriate Head of Department.
- b) All portable appliances will be inspected and tested annually. All members of the school should routinely check that their electrical appliances are not damaged and that there are no obvious signs of misuse such as damaged or discolored plug tops and worn cables.
- c) Equipment and furniture should be sited so as to avoid the need for leads and to trail across floors. Where these cannot be avoided, proprietary rubber strips should be

used to reduce the risk of tripping.

- d) Socket adapters should not be used. Only those with their own fused plug and cable (4-way trailing sockets) are permitted.

5.11 Safety Training

Training and instruction in routine matters will be given, as required, by the appropriate supervisor or manager. In particular, the school's Administration Manager will arrange for Supply Teachers - on their first day of joining - to receive induction information as required in the school's code of practice for induction training.

Those visitors who require an induction, i.e. those not under escort for the duration of their stay on school premises will receive an induction from the school reception office staff as designated by the school's Administration Manager. Induction records will be held centrally in the school office and be available for audit when requested.

The need for other specialist training should be identified by individual members of staff and should be directed to the School's Administration Manager or the Union Representative. The school's Administration Manager or the Union representative may liaise with Avec's Health and safety Advisor who will advise on how to satisfy the school's training needs.

Members of the school will not be expected to undertake any procedure for which they have not been adequately trained.

5.12 Control of Substances Hazardous to Health (COSHH)

The Control of Substances Hazardous to Health Regulations 2002, often known as the "COSHH" Regulations, require the school to ensure that substances (including purchased proprietary chemicals and non-proprietary substances such as effluents and by-products of processes) which can harm staff and others are stored, moved and used or handled in a manner which is safe and without risk to anyone's health. The school will do this by;

- (a). Identifying hazardous substances, assessing the nature of their hazards and the associated likelihood and severity of harm.
- (b). Providing suitable precautions to protect persons against the hazards.
- (c). Giving adequate written and verbal information about the hazardous substances to all persons who may be harmed by them. Guidance should be sought from the Safety Data Sheet provided with the substance.

(d). Storing hazardous substances in correctly labelled containers that have been deemed as adequate for the held substance. Such substances should be stored in appropriate secure facilities.

In some cases, exposure to hazardous substances is controlled by means of appliances such as fume cupboards and dust extraction equipment. As required by law the school will arrange for such appliances to be tested and examined at least every 14 months.

5.13 Display Screen Equipment (DSE)

Under the Health and Safety (Display Screen Equipment) Regulations 1992 the school has obligations to all employees who regularly use visual display units (VDU's). This includes assessing each VDU and its associated equipment and furniture to ensure that they meet the standards specified by the Regulations. These include matters such as control over glare and reflection and adjustability of seating in order to avoid postural and other health problems that can be caused by VDU work. Although the Regulations do not strictly apply to pupils, the school will aim as far as reasonably practicable to provide pupils who use VDU's with facilities of a standard that match those specified by the Regulations in the interests of education and good practice.

Employees who wear glasses or contact lenses for the specific purpose of using DSE can have an eye or eyesight test at intervals of 2 years. Notification of forthcoming eye tests must be communicated to the Designated Safeguarding Lead prior to visiting the opticians.

Where it is found that glasses are necessary, specifically for the use of display screen equipment, the school will reimburse the cost of a standard lens, i.e. not bifocal, tinted etc. The school will also contribute towards the purchase of a standard frame.

5.14 Traffic Management

Authorised staff and visitors may park with care in the designated car parks. It should be noted that Rydal does not take any responsibility for damage to vehicles whilst on school property.

The speed limit of 5mph must be observed at all times and pedestrians have right of way on school property without exception.

5.15 School Transport

The school has access to several minibuses that are used for various activities. The use of minibuses for conveying pupils and others is a potentially high-risk activity. Although the risks can never be totally eliminated, the school will minimise them as far as possible by the use of well-maintained and roadworthy vehicles and ensuring that only competent persons drive them.

The School's Administration Manager has responsibility for arranging and ensuring that the school minibuses are regularly serviced and maintained in a roadworthy condition. Should a minibus need to be hired it is the responsibility of the person hiring the vehicle to ensure that it is roadworthy. Members of staff may only drive the school minibus and any hired minibuses if authorised by the School's Administration Manager. The School's

Administration Manager will also provide other pertinent advice to users about aspects such as supervision of pupils and precautions for prolonged journeys.

Drivers must complete standard pre-use checks prior to using the vehicle.

Further details are provided in the School Code of Practice for Transport.

5.16 Safety of Visitors including Contractors

All visitors of any nature must report to the school reception and book in. The receptionist will notify the visitor's point of contact who will then come to reception and the visitor(s). It is the responsibility of the host to ensure that the visitor is made aware of the school's emergency procedures and that there is a school's health and safety policy available for them to read. Should the visitors be staying for any reasonable length of time they should receive a health and safety induction.

In the case of Contractors, the school's Administration Manager should monitor their day to day activities in order to ensure that safe working practices are not being compromised and presenting a hazard. Furthermore, the School health and safety policy should be made available to all contractors working on school premises if requested. **Guidelines for contractors are provided at Appendix A and Hirers at Appendix B.**

5.17 Violence to Staff

"Violence" as defined by the HSE comprises any incident in which a person is verbally abused, threatened or assaulted in circumstances relating to their work. The School is committed to protecting staff from violence from any party, as far as possible.

Should staff be subjected to violence, they should complete a school accident report form and inform their Head of Department. The circumstances will be treated confidentially, and support measures will be provided, if required, to assist in recovering from an incident. Potentially all members of staff are vulnerable to violence, but the overall effects of violence can vary and be influenced according to person, time, place and various other factors. The school has a copy of the useful HSE/HSC booklet "Violence in the Education Sector" (2nd edition 1997) which is kept in the school office and is available for reference.

5.18 Stress

Stress has increasingly become acknowledged as being a significant health issue at work. Whilst most staff might be expected to absorb a certain amount of pressure, it can rise to a level where it constitutes a risk to health. The School advises any member of staff who feels under an unacceptable amount of pressure to raise the issues and concerns with their Head of Department in complete confidence, so that if possible some early action may be taken. Counselling services are available for those in stressful situations. Details can be obtained by contacting the school's Administration Manager and all details will be strictly confidential.

5.19 Manual Handling

Staff and pupils are not to lift, drag, push or carry heavy/awkward loads unless training has been given and a manual handling assessment carried out. If no assessments have been made for tasks that present a risk of injury, then they should be reported to Heads of Department.

5.20 Machinery and Equipment

All members of staff and pupils involved in the use of school machinery have a duty to ensure that it is used correctly, safely and that any defects or unsafe practices are reported to the respective Head of Department.

In addition, all workshop, kitchen, science, art and outdoor educational equipment must be well maintained, supplied with adequate guards where necessary and receive appropriate statutory inspections. Heads of Department are to ensure that any shortfalls are reported to a member of the School Safety Committee and the machinery or equipment is removed or put out of bounds, and adequately labelled as so immediately.

5.21 Legionella

The school aims to prevent the build-up of Legionella Pneumophilla organisms in its water systems and to prevent inhalation of infected water droplets. Therefore, the school's Administration Manager must ensure that a Legionella Risk assessment is reviewed every 2 years and that a competent person carries out the designated water supply checks and maintenance tasks. All checks must be recorded, and records held by the school's Administration Manager.

5.22 Asbestos Awareness

The school follows the requirements of the Control of Asbestos Regulations 2012 and insists that before any intrusive work into walls and/or ceilings is commenced, the asbestos register is consulted. This is held in the school's Administration Manager office. It is updated every year.

5.23 School Visits

Any proposed educational visit must first be cleared through the Head Teacher. In liaison with the Educational Visits Co-Ordinator, a strict analysis of the proposed visit must be satisfied before agreement is given. This includes assessment of:

- (a) Suitability of the School Trip Provider.
- (b) Suitability of the location and activities according to the competency of supervision and abilities of pupils attending.
- (c) The submitted risk assessments for all activities to be undertaken
- (d) Any other provision as decided by the Head teacher.

5.24 Personal Protective Clothing (PPE)

The school will provide suitable protective clothing and equipment for staff and pupils whose work is liable to involve hazardous substances or excessive levels of noise. If you are provided with any item of protective clothing or equipment, you must use it when necessary and take reasonable care of it. If any item becomes defective through wear or damage, it should be reported, and a replacement sourced before continuing with any hazardous work. Should any member of the school deem that PPE is required for a particular activity, they should raise this concern through their Line Manager.

5.25 BBV's and Sharps Disposal

Blood borne infections may be transferred to a person if they come into contact with infected needles, sharp objects while in the external grounds of the school, or by accident while administering medication to a pupil. In either case, the person **MUST** seek immediate first aid and sanitise the area of the wound and then **MUST** attend A&E for an examination. A medical sharps box should be provided for spent needle administered medication applicators and suitable disposal arrangements in place. If suspected drug apparatus is discovered within the external grounds, then the immediate area should be cordoned off and an appropriate means of collection and disposal arranged with an approved agent.

5.26 Lone Working

The school will ensure, so far as is reasonably practicable, that staff who are required to work alone or unsupervised for significant periods of time are protected from risks to their health and safety. The school will ensure that the lone worker has full knowledge of the risks of working alone, what to do if something goes wrong and that someone else knows the whereabouts of the lone worker and what he or she is doing.

Members of staff will be given all necessary information, instruction, training and supervision to enable them to recognise the hazards and appreciate the risks involved with working alone. Employees will be required to follow the safe working procedures as devised. Information will include the provision of first aid, communication procedures and awareness of emergency procedures. All employees are required to cooperate with these efforts to ensure safe working and to report any concerns to management.

Special consideration will be given to potential violence or threatening behavior towards staff, the use of machinery, electrical or other equipment or chemicals, working in remote areas, particularly after dark and outside normal working hours, encountering intruders, working at heights, using ladders and work that involves manual handling.

Teachers and other staff working outside of normal school hours must be aware of the risks and take appropriate measures to ensure their own safety. All staff working alone in buildings must ensure they have the means to lock themselves in, if necessary. When meeting with parents who might be considered a risk, they must meet in a building occupied by others and during normal school hours. All lone workers must have mobile phones.

Where possible, outside of normal working hours, staff should arrange to be in school with others.

Key holders must inform someone when they are attending an alarm call.

5.27 Working at Height

Staff are only to work at height if using suitable access equipment. Standing on tables, chairs, benches and the like is strictly forbidden. Elephants foot stools and step ladders are available if required. Staff who believe that they work at height on a regular basis are to request training through the Head Teacher.

6.0 Monitoring the Policy

Monitoring the effectiveness of the school policy on health and safety is a whole school responsibility in which the Directors, school's Administration Manager and Health and Safety Committee play key roles. Monitoring includes ensuring that school inspections are taking place regularly so that the hazards and risks of activities carried out within the School are being adequately recognised and controlled. Monitoring also makes sure that any deficiencies in health and safety performance are identified and that remedial action is recommended and pursued. The provision of information, instruction and training to all staff and pupils (especially new members of the school) are matters that should also fall within the monitoring exercise.

Monitoring of any accidents, incidents and instances of occupational ill health occurring at School level is particularly important so that remedial action can be taken to prevent any recurrence. The school's Administration Manager will monitor all accidents, incidents and occupational ill-health in order to determine those events that are legally reportable to the relevant Enforcing Authority, and those which require further investigation and possible notification to others within the school, and to set in train appropriate remedial action.

7. 0 Reviewing the Policy

The implementation of this policy will be audited by the Avec's Health and Safety Advisor and will be reviewed at least on an annual basis by the school's Administration Manager, before being agreed by the school's health and safety committee. If there are reasonable changes to the structure and major personalities of the school therefore may be conducted at an earlier period than the agreed annual date.

APPENDIX A

RYDAL SCHOOL

Notes of Guidance for Contractor Working on Site

Purpose of Guidance

Building or small works such as glazing, heating and ventilation, roof repairs, electrical installations etc. may create risks for those engaged in the work and for staff and pupils.

The purpose of this code of practice is to provide guidance in order that contractors will use safe working practices according to the Safety at Work Act 1974 and to assist the contractor in taking all reasonable and practical steps to prevent danger or ill health from details of the work being carried out.

The school has legal responsibility to contribute to the safety of the contractor's staff.

For contracts of a larger nature, lasting a few days or more, the Head Teacher will appoint a member of staff for "on site" liaison.

For short term work involving educational/teaching areas there must be liaison and agreement between the contractor and the sector leader before work proceeds.

ALL CONTRACTORS WILL:

- i) Observe the school rules and instructions, e.g. fire prevention, first aid, and traffic restriction etc., given by staff for whom the contractor is working.
- ii) Not work on the premises until the school rules are accepted.
- iii) Ensure that all operations are conducted in such a manner as to prevent injury.
- iv) Provide their own plant and equipment unless specified in the contract.
- v) Not leave portable electrical equipment unattended. Larger items should be electrically isolated when left unattended.
- vi) Use properly constructed plugs and sockets for any connections to the school electricity supply.
- vii) Obey the legal requirements relating to equipment and operations set out in:
 - Lifting Equipment Regulations 1998 (LOLER)

- Provision and Use of Work Equipment Regulations 1998 (PUWER)
- CDM Regulations 2015

At the discretion of the Head Teacher each contract may have a designated school official who will:

- i) Ensure that the contractor is informed of our emergency procedures, e.g. injury, fire dangerous occurrences and has access to the school safety and emergency policies when requested.
- ii) Ensure that the contractor is informed of our working procedures, e.g. head protection, electrical safety, and ladders.
- iii) Ensure that the contractor is aware of our general safety requirements, e.g. site traffic, warnings.
- iv) Ensure that the contractor is aware of any special safety precautions, e.g. asbestos.
- v) Ensure that the contractor is working safely and is not putting school staff, pupils or property at risk.

APPENDIX B

INFORMATION FOR ON SITE CONTRACTORS

It is your responsibility that a safe system of working is implemented at all times.

Please note that children will be moving around the school throughout the day and occasionally during the early evening and it is your responsibility to ensure their safety at all times.

Please ensure that all electrical leads are kept clear of floors whenever possible. If leads must trail across frequently used areas, e.g. corridors, remove them at the above times, or securely tape them to the floor.

Do not leave any equipment unattended; it may not be there when you return. It may also cause injury.

If you know that your working procedure may be hazardous or may take a long period of time let the office know.

It may be possible to prevent pupils using the area while you are working. Areas must not be closed off without prior consultation.

If you are driving in the school grounds, observe the speed limit of 5 miles per hour.

All contractors must sign in and out at the office upon entering and leaving the premises and must display the badge issue, prominently.

No smoking on school premises.

If fire alarm is activated (a continuous bell) leave premises immediately and report to office staff at the designated muster area

In case of queries contact the office.

Please read, then sign and return the slip below.

I have read and understood the information for on-site contractors and agree to abide by it.

Signed: _____

Date:

On behalf of: (Company name)

APPENDIX C

Rydal School - Policy to Reduce the Risks Associated with Covid-19

1. Overview

The Covid-19 policy is designed to help keep personnel, the teaching environment and workplace as safe as can be reasonably achieved, it is considered reasonable that the risk cannot be eliminated absolutely, (be COVID-secure). The policy will assist the School to manage the risk and reduce it to as low a level as is reasonably practicable.

2. Risk Assessment

The School must protect people from harm. This includes taking reasonable steps to protect pupils, staff and visitors from coronavirus. This is called a COVID-19 risk assessment and it will help manage risk and protect people.

The School will:

- Identify what activity or situations might cause transmission of the virus.
- Think about who could be at risk.
- Decide how likely it is that someone could be exposed.
- Act to remove the activity or situation, or if this isn't possible, control the risk.

The Public Health England report [Disparities in the risk and outcomes of COVID-19](#) shows that [some groups of people may be at more risk](#) of being infected, and/or may face a more significant adverse outcome if infected. The School also considers this in the risk assessment.

The Health and Safety Executive have produced guidance for teaching and working safely (be COVID-secure) and managing the risk, this policy is based on this guidance.

It includes practical measures, for example:

- Putting in place social distancing measures
- Staggering arrival and departure times of groups or “bubbles”.
- Providing sufficient handwashing facilities and hand sanitising stations.

The risk assessment will be updated whenever required to reflect any national, local or Trust/School specific changes.

3. Communication

By consulting and involving the School population in the steps the School is taking to manage the risk of coronavirus, members of staff are able to:

- Explain the changes to pupils and visitors.
- Make sure changes will work and listen to and communicate ideas throughout the management chain.

4. Arrangements for Home Working.

The Governing Body and Senior Management will strive to keep the School open and running, in as normal a way as possible and with sufficient levels of staff. To achieve this the School will ensure sufficient arrangements are in place to allow employees to work safely are implemented.

To help staff required to work from home, the School will as far as is reasonably practicable:

- Provide the equipment staff need, for example a computer, phone and videoconferencing facilities.
- Keep in regular contact with them, making sure staff wellbeing, health including mental health are taken into consideration.

5. Arrangements to Make the School as Covid-Secure as is Reasonably Practicable

If through the risk assessment, the School has identified staff who cannot work from home (for example teachers of specialist lessons such as science or D&T), then the School will consider what changes are required to reduce risk and make activities and lessons as 'COVID-secure' as is reasonably practicable.

Social distancing

Where possible adults should keep 2m apart. It will not always be possible to retain social distancing with young children; close contact should be reduced where it cannot be avoided. Where adults cannot retain the 2m distance, keeping 1m+ apart with risk mitigation is acceptable, including:

- Use floor tape or paint to mark restricted space areas.
- Provide signage to remind people to keep a distance.
- Use screens to create a physical barrier between people.
- Restrict numbers of people permitted in different rooms.
- Where possible, have people working and learning side-by-side rather than face-to-face.
- limit and control unavoidable movement of people such as:
 - Lesson changeover.
 - Staff rotating between jobs and equipment.
 - Using lifts and work vehicles.
 - In high-traffic areas like corridors and walkways.
 - Allow only essential trips within buildings and between sites.

Cleaning and hygiene

Coronavirus can transfer from people to surfaces. It can be passed on to others who touch the same surface. Keeping the workplace clean reduces the potential for coronavirus to spread and is a critical part of making and keeping the School as 'COVID-secure' as is reasonably practicable.

Find out more in HSE guidance on [Cleaning, hygiene and hand sanitiser](#).

Face covering and masks

Face coverings are not compulsory while attending the School, however staff and pupils will be expected to follow government guidance when not attending the School.

There may be circumstances when wearing face coverings will be considered appropriate, including:

- Administering medication to pupils.
- Administering first aid.
- A pupil and supervising staff member who may be required to attend the isolation room when waiting for collection by a parent or guardian on displaying suspected symptoms.
- Cleaning staff completing deep cleaning of an area suspected of harboring the virus.

Further guidance from the HSE can be referenced on [face masks during the coronavirus pandemic](#).

6. Protecting Vulnerable Staff, Pupils and Visitors.

The School has a legal duty to protect all persons on site from harm and considers the risk to those who are particularly vulnerable to coronavirus and put controls in place to reduce that risk.

Supporting workers in higher-risk groups

The Public Health England report [Disparities in the risk and outcomes of COVID-19](#) shows that some groups of people may be at more risk of being infected and / or an adverse outcome if infected.

The higher-risk groups include those who:

- Are older males.
- Have a high body mass index (BMI).
- Have health conditions such as diabetes or a reduced immunisation system
- Are from some black, Asian or minority ethnicity (BAME) backgrounds.
- Have respiratory health conditions such as asthma.

There are currently no expectations of additional controls for these groups, therefore existing controls (social distancing, good hygiene and cleaning, ventilation, supervision etc.) are applied stringently.

The School will support these individuals/groups by:

- Emphasise the importance of individual and whole School population engagement, buy-in and cooperation to ensure controls are applied stringently.
- Individual discussions around their particular concerns.
- Discuss the risk management measures in place to minimise transmission to keep them, and others, safe.
- Explain the controls in place to protect both themselves and others.

Clinically extremely vulnerable workers

During the coronavirus (COVID-19) pandemic, the government has defined some people as clinically extremely vulnerable (previously described as shielded).

These people are at increased risk of severe illness from coronavirus. They were unable to return to workplaces / place of education before 1 August 2020 in England. After this date, shielding is paused, and clinically extremely vulnerable workers can go to work or place of education as long as their workplace / place of education is as COVID-secure as is reasonably practicable, but they should carry on working or being taught remotely from home where possible.

Further guidance on shielding and protecting people, explaining who is clinically extremely vulnerable is available from [Public Health England](#).

Supporting the clinically extremely vulnerable returning to the School

The School will communicate with clinically extremely vulnerable staff and pupils about their working / learning arrangements and take every possible step to enable to work / learn from home.

While shielding is paused, where it is not possible for staff / pupils to work / learn from home, the School will regularly review the risk assessment, and do everything 'reasonably practicable' to protect those staff members and pupils from harm.

It is important to explain what will be done to protect them, in making the workplace and learning environment safe and as COVID-secure as is reasonably practicable.

By consulting and involving clinically extremely vulnerable people in the steps taken to manage the risk of coronavirus in the workplace, their ideas can be taken on board with realistic controls discussed, for example doing tasks where stringent [social distancing guidelines](#) can be followed.

This also applies to those living with someone who is clinically extremely vulnerable.

Further advice is available from the HSE on [shielding and protecting vulnerable people](#) on GOV.UK.

Pregnant workers

During the pandemic, pregnant workers have been advised to follow stringent social distancing to reduce the risk of severe illness from coronavirus.

There is a long-standing requirement for employers to put in place measures to ensure workplace safety where a significant health and safety risk is identified for a new or expectant mother the School supports these requirements.

Some pregnant workers will be at greater risk of severe illness from coronavirus. They are defined as clinically extremely vulnerable and should stay at home where possible.

The School takes this into account in the risk assessment.

If the School cannot put the necessary control measures in place, such as adjustments to the job or working from home, the School will suspend the pregnant worker on paid leave. This is in line with regulation 16(3) of the Management of Health and Safety at Work Regulations 1999.

7. Cleaning Hygiene and Hand Sanitiser

Signs and posters will be displayed to help the School population to practice good handwashing technique and to remind them to cough/sneeze into an arm or tissue, which should be disposed of immediately in the bins provided and avoid touching their faces.

Handwashing

The School will:

- Provide handwashing facilities with running water, soap and paper towels or hand dryers.
- Provide hand sanitiser at locations in addition to washrooms and toilets.
- Provide hand sanitiser nearby for people getting in and out of vehicles or handling deliveries, if they are unable to wash their hands.
- Make sure that surfaces remain clean. This may mean increasing the level and frequency of cleaning as well as cleaning surfaces that may not ordinarily clean routinely.

Clean equipment frequently

The School will:

- Set clear guidance for the use and cleaning of toilets, showers and changing facilities to make sure they are kept clean and social distancing is achieved as much as possible. Pupils will wear PE clothing for the duration of the day when they attend such lessons.
- Clean work areas and equipment between uses and at the end of each day as appropriate.
- Frequently clean and disinfect objects and surfaces that are touched regularly, door handles and window latches for example.
- If equipment like tools or vehicles are shared, then clean them after each use

Find out more about [cleaning your workplace to reduce risk from coronavirus \(COVID-19\)](#).

8. Additional assistance

The School will make every effort to keep up to date regarding Covid-19 and through cooperation between the Governing Body, Local Authority and the Health and Safety Advisor will regularly reference official information and guidance for changes and amendments.

The School will regularly reference the [latest information and advice](#) on coronavirus (COVID-19) available on the HSE website.

The Department of Health & Social Care (DHSC) and Public Health England (PHE) are leading the UK government response to the coronavirus pandemic.

The School will regularly reference up-to-date information from [Coronavirus \(COVID-19\) and what you need to do](#) on GOV.UK.

Appendix B RYDAL SCHOOL

Health and Safety Guidelines for Hosts of Evening Classes and Hirers

SECURITY

- ID badges are to be worn by staff at all times when on duty.
- Class Tutor to ensure register is taken at the beginning of the lesson.
- Be aware of the position of the nearest telephone

FIRE PROCEDURE:

If you discover a fire:

- Operate the fire alarm.
- Leave the building (follow the route indicated on the evacuation plan).
- Dial 999 and report the fire.

On hearing the fire bell (continuous ring):

- Leave the building at once (follow the route indicated on the evacuation plan)
- Close all doors and windows as you leave
- Assemble in the tennis courts.
- Hirer to check the attendance register for their group.
- Do not disperse
- Do not re-enter the building until instructed to do so by the Duty Fire Officer or the Duty Officer

FIRST AID:

- First aid kit is not provided by the school and the hirer is expected to provide their own.
- First aid for all but minor injuries should always be followed by qualified medical treatment

EMERGENCY ACTION IN CASE OF ACCIDENT OR ILLNESS:

- Make arrangements for an ambulance to be sent immediately so that the patient can be taken to hospital by dialing 999
- Give precise location of the occurrence and directions for the nearest point of access for the ambulance.
- Arrange for the ambulance to be met at the school MAIN GATE
- See that the patient is accompanied whenever possible by a responsible person
- Ensure that arrangements are made for the relatives or friends to be advised fully of the situation

- Ensure that an accident report form is completed giving the full details of the occurrence together with any action taken. This must be handed to the Main Reception.
- Accident report forms are located in the main Reception and Administration Manager's Office

PARKING:

- Cars parked at the owner's risk.
- There is a strict 5mph speed limit on school premises

SMOKING:

Rydal School is a no-smoking area. There should be no smoking anywhere on the site

Please read, then sign and return the slip below.

I have read and understood the information for Hiring Agencies and agree to abide by it.

Signed: _____

Date:

On behalf of: (Hirer or Company name)