



Achieving Excellence through Leadership

Health and Safety Policy and Statement

Document Details	
Approving Body	FGB
Author	Giles Junior School
Committee Responsibility	Resources
Scheduled Review	Every two years
Date of Policy	November 2024
Next Review	November 2026

Introduction

1. This policy is based upon Hertfordshire County Council's (HCC's) criteria for schools, where it is the employer, and has been adapted by the Governing Body of Giles Junior School to meet the school's individual circumstances. The policy is based on the HCC model (**HCC reference CSF0035**, reviewed September 2022).
2. Governors are required to take steps to ensure that they are kept informed of the County Council's advice and guidance on Health and Safety matters.
3. Health and Safety will be a regular, item on the agenda of the Resources Committee and any important matters arising will be brought by the committee to the full governing body.
4. For further information and guidance contact the HCC Education Health and Safety Team
Tel: 01992 556478 healthandsafety@hertfordshire.gov.uk
5. **Date for review**

November 2026
6. **Distribution:-**

A copy of this policy will be available to:-

a) all school governors
b) all school staff

PART 1. STATEMENT OF INTENT

The Governing Body of Giles Junior School will strive to achieve the highest standards of Health, Safety and Welfare consistent with their responsibilities under the Health and Safety at Work etc. Act 1974 and other statutory and common law duties.

This statement sets out how these duties will be conducted and includes a description of the establishment's organisation and its arrangements for dealing with different areas of risk. Details of how these areas of risk will be addressed are given in the arrangements section.

This policy will be brought to the attention of, and/or issued to, all members of staff. A reference copy is kept in the policy folder in the school office and on the shared Teacher drive.

This policy statement and the accompanying organisation and arrangements will be reviewed on an annual basis.

This policy statement supplements:

- Hertfordshire County Council's (HCC) General Statement of Health and Safety Policy
- Safeguarding Policy
- First Aid and Medical Intervention Policy

Approved.....Date.....
(Chair of Governors)

Approved.....Date.....
(Head Teacher)

PART 2. ORGANISATION

As the employer the Local Authority has overall responsibility for Health and Safety in Community Schools.

At school level duties and responsibilities have been assigned to staff and governors as laid out below.

Responsibilities of the Governing Body

The Governing Body is responsible for ensuring Health and Safety management systems are in place and effective. They fulfil a strategic role in health and safety and are not expected to be involved in day to day management of the school.

As a minimum these systems should adhere to the Local Authority's (LA) Health and Safety Policy, Procedures and Standards as detailed in the [Education Health and Safety Manual](#).

A Health & Safety Governor (Nichola Mead) has been appointed to receive relevant information, monitor the implementation of policies and procedures and to feedback Health and Safety issues and identified actions to the Governing Body.

The Governing Body will receive regular reports from the Head Teacher or other nominated member of staff in order to enable them to provide and prioritise resources for Health and Safety issues.

Where required the Governing body will seek specialist advice on Health and Safety issues which the establishment may not feel competent to deal with.
HCC's Health and Safety Team, Tel: 01992 556478 healthandsafety@hertfordshire.gov.uk provide competent health and safety advice for Community, Community Special and VC schools.

Responsibilities of the Head Teacher:

Overall responsibility for the day to day management of Health and Safety in accordance with the LA's Health and Safety Policy and Procedures rests with the Head Teacher.

The Head Teacher has responsibility for:

- Co-operating with the LA and Governing Body to enable the Health and Safety Policy and Procedures to be implemented and complied with.
- Communicating the Policy and other appropriate Health and Safety information to all relevant people including contractors.
- Ensuring effective arrangements are in place to proactively manage Health and Safety by conducting and reviewing inspections and risk assessments, and implementing the required actions.
- Reporting to the Governing Body on Health and Safety performance and any safety concerns/issues which may need to be addressed by the allocation of funds.

- Ensuring that the premises, plant and equipment are maintained in a safe and serviceable condition.
- Reporting to the LA any significant risks which cannot be rectified within the establishment's budget.
- Ensuring all staff are competent to carry out their roles and are provided with adequate information, instruction and training.
- Ensuring consultation arrangements are in place for staff and their trade union representatives (where appointed) and recognising the right of trade unions in the workplace to require a Health and Safety Committee to be set up.
- Monitoring purchasing and contracting procedures to ensure Health and Safety is included in specifications & contract conditions.

Whilst overall responsibility for health and safety cannot be delegated the Head Teacher may choose to delegate certain tasks to other members of staff.

The task of overseeing Health and Safety on the site will be the responsibility of the Head Teacher. The Site Manager will act as deputy to the Head Teacher on matters of Health & Safety.

Responsibilities of Subject Leaders

- Apply the school's Health and Safety Policy to their own subject area and be directly responsible to the Head Teacher for the application of the Health and Safety Procedures and arrangements;
- Ensure staff under their control are aware of and follow relevant published health and safety guidance;
- Ensure regular Health and Safety risk assessments are undertaken for the activities for which they are responsible and that control measures are implemented;
- Ensure that appropriate safe working procedures are brought to the attention of all staff under their control;
- Take appropriate action on health, safety and welfare issues referred to them, informing the Head of any problems they are unable to resolve within the resources available to them.
- Carry out regular inspections of their areas of responsibility and report / record these inspections.
- Ensure the provision of sufficient information, instruction, training and supervision to enable staff and pupils to avoid hazards and contribute positively to their own health and safety;
- Ensure that all accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated.

Responsibilities of employees

Under the Health and Safety at Work etc. Act 1974 all employees have general health and safety responsibilities. All staff are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions.

All employees have responsibility to:

- Take reasonable care for the health and safety of themselves and others in undertaking their work.
- Comply with the school's Health and Safety policy and procedures at all times.
- Report all accidents and incidents in line with the reporting procedure.
- Co-operate with school management on all matters relating to health and safety.
- Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare.
- Report all defects in condition of premises or equipment and any health and safety concerns immediately to their line manager.
- Ensure that they only use equipment or machinery that they are competent/have been trained to use.
- Make use of all necessary control measures and personal protective equipment (PPE) provided for safety or health reasons.

PART 3. LOCAL ARRANGEMENTS

Detailed information on the LA's expectations are provided in the [Education Health and Safety Manual](#).

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The First Aid & Medical Support Policy can be found separately from this document.

APPENDIX 1

RISK ASSESSMENTS

General Risk Assessments

The school conducts, and documents, risk assessments for all activities presenting a significant risk. These are co-ordinated by the Deputy Head Teacher following guidance contained in the [Education Health and Safety Manual](#) and are approved by the Head Teacher.

Risk assessments are available for all staff to view and are held centrally in the staff room, and on the teacher shared network. These assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest. Staff will be made aware of any changes to risk assessments relating to their work.

Individual Risk Assessments

Specific assessments relating to a staff member or pupil are held on that individual's file and will be undertaken by the headteacher, Deputy Head Teacher or Assistant headteacher. Such risk assessments will be reviewed on a regular basis.

It is the responsibility of all staff to inform their line manager of any medical conditions (including pregnancy) which may impact upon their work.

Curriculum Activities

Risk assessments for curriculum activities will be carried out by subject leaders/class teachers using the relevant codes of practice and model risk assessments developed by national bodies.

Whenever a new course is adopted or developed all activities are checked against the model risk assessments and significant findings incorporated into the text.

All LA schools have a subscription to the Consortium of Local Education Authorities for the Provision of Science Services (CLEAPSS) and their publications can be used as sources of model risk assessment.

See

- CLEAPSS primary school's site <http://primary.cleapss.org.uk/>

In addition, the following publications are used as sources of model risk assessments:

- Be Safe! Health and Safety in primary science and technology, 4th Edition :The Association for Science Education (ASE). ISBN ISBN 978-0-86357-426-9
- Safe Practice in Physical Education, School Sport and Physical Activity 2016' Association of PE 'AfPE' <http://www.afpe.org.uk/>

APPENDIX 2

OFFSITE VISITS

Off-site visits are covered by a separate policy.

APPENDIX 3

HEALTH AND SAFETY MONITORING AND INSPECTION

A general inspection of the site will be conducted termly and be undertaken/co-ordinated by the Head Teacher.

The person(s) undertaking such inspections will complete a report in writing and submit this to the Resources Committee. Responsibility for following up items detailed in the safety inspection report will rest with the Head Teacher.

A named governor (Nichola Mead) will be involved in monitoring the school's health and safety management systems on at least an annual basis and report back to both the Resources Committee and full governing body meetings.

Advice and pro forma inspection checklists can be found in the [Education Health and Safety Manual](#).

Inspections will be conducted jointly with the school's Headteacher and Site Manager, if possible.

APPENDIX 4

FIRE EVACUATION AND OTHER EMERGENCY ARRANGEMENTS

The headteacher is responsible for ensuring the school's fire risk assessment is undertaken and implemented following guidance contained in ['Fire safety risk assessment; Educational premises'](#) and the [Education Health and Safety Manual](#).

The fire risk assessment is located in the fire logbook and reviewed on an annual basis.

EMERGENCY PROCEDURES

Fire and emergency evacuation procedures are detailed in the staff handbook and a summary posted in each classroom. These procedures will be reviewed at least annually and are made available to all staff as part of the school's induction process. This training is supported by regular termly drills.

Evacuation procedures are also made available to all other users of the building (contractors/visitors/hirers etc).

Emergency exits, fire alarm call points, assembly points etc. are clearly identified by safety signs and notices.

Emergency contact and key holder details are maintained by the Head Teacher and updated to the LA via Solero.

Fire Drills

- Fire drills will be undertaken termly, and a record kept in the fire logbook.

Fire Fighting

- Staff must ensure the alarm is raised **BEFORE** attempting to tackle a fire.
- The safe evacuation of persons is an absolute priority. Staff may only attempt to deal with small fires, **if it is safe to do so and without putting themselves at risk**, using portable fire fighting equipment.
- Staff are made aware of the location of portable fire fighting equipment and receive basic instruction in its correct use.

Details of service isolation points:

	Block 1 (old building)	Block 2 (new building)
Gas	Cupboard in kitchen	Plant room in new build
Water	Inside boiler house – on wall	Plant room in new build
Electricity	Switch cupboard in Main Hall in old building	

- **Details of chemicals and flammable substances on site.** An inventory of these will be kept by the Site Manager as appropriate, for consultation.

See also the school's Emergency Plan

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APPENDIX 5

Inspection/Maintenance of Emergency Equipment
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The Head Teacher is responsible for ensuring that the school's fire logbook is kept up to date and that the following inspection/maintenance is undertaken and recorded in the fire logbook.

FIRE ALARM SYSTEM

Fire alarm call points will be tested weekly in rotation by the Site Manager and a record kept in the fire logbook. This test will occur on **Wednesday, Thursday or Friday in the morning before the school day starts.**

Any defects on the system will be reported immediately to the alarm contractor/electrical engineer at Mercury Security Systems, **01707 272272**

A fire alarm maintenance contract is in place with Mercury Security Systems and the system is tested biannually by them.

FIRE FIGHTING EQUIPMENT

The Site Manager checks, weekly, that all fire fighting equipment is available for use and operational; and for any evidence of tampering.

Chubb Fire Ltd undertakes an annual maintenance service of all fire fighting equipment.

Defective equipment or extinguishers that need recharging should be taken out of service and reported directly to Chubb Fire Ltd, **08448 791666**

EMERGENCY LIGHTING SYSTEMS

These systems are checked for operation monthly in house by the Site Manager.

Annually a full discharge test for the duration of the batteries and certification of the system will be undertaken by IWL Contractors. 01438 723968

MEANS OF ESCAPE

Daily checks are undertaken for any obstructions on exit routes and ensures all final exit doors are operational and available for use.

APPENDIX 6

ACCIDENT REPORTING PROCEDURES

Accidents to employees

All employee accidents, no matter how minor, must be reported to Hertfordshire Local Education Authority using the online accident reporting system hosted on Solero.

Accidents to pupils and other non-employees (members of the public/visitors to site, etc.)

A local accident book (located in the Accident Reporting folder in the Staff Room) is used to record all minor incidents to non-employees, more significant incidents as detailed below must also be reported to HCC using the online accident reporting system hosted on Solero.

- Major injuries.
- Accidents where significant first aid treatment has been provided.
- Accidents which result in the injured person being taken from the scene of the accident directly to hospital.
- Accidents arising from premises/equipment defects.

All major incidents will be reported to the Head Teacher and Governing Body. Parents/carers will be notified immediately of all major injuries to their children.

Accidents will be monitored for trends and a report made to the Governing Body as necessary.

The Head Teacher, or their nominee, will investigate accidents and take remedial steps to avoid similar instances recurring. Faulty equipment, systems of work, etc. must be reported and attended to as soon as possible.

Reporting to the Health and Safety Executive (HSE)

Incidents involving a fatality or major injury will be reported immediately to the Health and Safety Executive (HSE) on 0845 300 9923 and the Education Health and Safety team on 01992 556478.

Incidents resulting in the following outcomes must be reported to the HSE via their online reporting system <http://www.hse.gov.uk/riddor/> within 15 days of the incident occurring:

- A pupil or other non-employee being taken directly to hospital for treatment for an injury and the accident arising as the result of the condition of the premises/equipment, due to the way equipment or substances were used or due to a lack of supervision/organisation etc.
- Employee absence or inability to carry out their normal duties as the result of a work related accident for 7 consecutive days (including weekends and holidays).

Any incident notified to the HSE must also be reported to the Education Health and Safety Team.

HEALTH AND SAFETY INFORMATION, INSTRUCTION & TRAINING

Consultation

The Resources Committee meets termly to discuss health, safety and welfare issues affecting staff, pupils and visitors. Action points from meetings are brought forward for review by school management. Health & Safety is maintained as an agenda item for weekly staff meetings.

Communication of Information

Detailed information on how to comply with HCC's Health and Safety Policy is given in the [Education Health and Safety Manual](#), which is available for reference via the Grid.

The Health and Safety Law poster is displayed in the Staff Room.

The Education Health and Safety Team, Tel: 01992 556478 provide competent Health and Safety advice for Community schools.

Health and Safety Training

All employees will be provided with:

- induction training in the requirements of this policy;
- update training in response to any significant change;
- training in specific skills needed for certain activities, (e.g. use of hazardous substances, work at height, etc.)
- refresher training where required.

Any new instructions or restrictions will be communicated to all staff via staff meetings and highlighted as part of the standard cycle of policy review.

Training records are held by the Office Manager. The Head Teacher is responsible for coordinating Health and Safety training needs and for including details in the training and development plan. This includes a system for ensuring that refresher training (for example in first aid) is undertaken within the prescribed time limits.

The Head Teacher will be responsible for assessing the effectiveness of training received.

Each member of staff is also responsible for drawing the Head Teacher's/line manager's attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence.

APPENDIX 8

PERSONAL SAFETY/LONE WORKING

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

Staff will report any such incidents to the Head Teacher. The school will work in partnership with the LA and police where inappropriate behaviour/individual conduct compromises the school's aims in providing an environment in which the pupils and staff feel safe.

LONE WORKING

Staff are encouraged not to work alone in school. Work carried out unaccompanied or without immediate access to assistance should be risk assessed to determine if the activity is necessary.

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

Where lone working cannot be avoided staff should:

- Obtain the Head Teacher's/senior member of staff's permission and notify him/her on each occasion when lone working will occur, the nature of the work to be undertaken and the time the Lone Worker expects to leave the site.
- Ensure they do not put themselves or others at risk. (Refer to [Guidance on Personal Safety in the Health and Safety Manual](#)).
- Ensure they have the means to summon help in an emergency e.g. access to a telephone, mobile telephone, etc.
- Where lone working cannot be avoided staff should ensure they have means to summon help in an emergency e.g. access to a telephone or mobile phone etc.
- Where staff are required to work alone off site, e.g. when conducting home visits, expected control measures would include: mobile phone contact, notifying a colleague of visit details, expected time of return / end time and arrangements for contacting etc. Where there are known risks which may affect staff safety staff must not visit alone.

School staff responding to call outs

Nominated key holders attending empty premises where there has been alarm activation should do so with a colleague if possible. They should not enter the premises unless they are sure it is safe to do so and should first check for evidence of intrusion. This is usually attended by the site manager.

APPENDIX 9

PREMISES AND WORK EQUIPMENT

All staff are required to report to the Site Manager any problems found with plant/equipment. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

The Site Manager is responsible for identifying all plant and equipment in an equipment register and ensuring that any training or instruction needs, personal protective equipment requirements are identified and relevant risk assessments conducted where required. Equipment restricted to those users who are authorised / have received specific training is labelled accordingly.

Planned maintenance / inspection

Regular inspection and testing of school plant and equipment is conducted to legislative requirements by competent contractors. Records of such monitoring will be kept in Site Manager (Key Areas for Compliance as outlined on the [Grid](#) and the DfE's [Good Estate Management for schools](#))

Curriculum areas

Subject Leaders are responsible for ensuring maintenance requirements for equipment in their areas are identified and implemented.

Electrical safety

All staff will conduct a basic visual inspection of plugs, cables and electrical equipment prior to use. Defective equipment will be reported to the Site Manager.

All portable items of electrical equipment will be subject to formal inspection and testing (Portable Appliance Testing (PAT)) on an identified cycle (dependent upon the type of equipment and the environment it is used in). All earthed equipment (class 1) and cables attached to such equipment will be tested annually. This inspection and testing will be conducted by the Site Manager.

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

Personal items of equipment (electrical or mechanical) should not be brought into the school without prior authorisation and must be subjected to the same tests as school equipment.

A fixed electrical installation test (fixed wire test) will be every 5 years.

External play equipment

The external play equipment will only be used when appropriately supervised. This equipment will be checked daily before use for any apparent defects and the Site Manager will conduct a formal termly inspection of the equipment. PE and play equipment is subject to an annual inspection.

APPENDIX 10

FLAMMABLE AND HAZARDOUS SUBSTANCES

Every attempt will be made to avoid, or choose the least harmful of substances which fall under the ***“Control of Substances Hazardous to Health Regulations 2002”*** (CoSHH).

The Site Manager is responsible for CoSHH and ensuring that an up-to-date inventory and model risk assessments contained in the relevant national publications (CLEAPSS, Association for Science Education's "Topics in Safety" etc.) are in place.

Staff purchasing any substances, particularly liquids and powders, must first check with the Site Manager if Material Safety Data Sheets are required from the suppliers and if CoSHH assessments are required.

The nominated person responsible for substance hazardous to health is the Site Manager who shall ensure:

- an inventory of all hazardous substances used on site is compiled and regularly reviewed.
- material safety data sheets are obtained from the relevant supplier for all such materials.
- If required, full COSHH risk assessments are conducted and communicated to staff exposed to the product/substance.
- all chemicals are appropriately and securely stored out of the reach of children.
- all chemicals are kept in their original packaging and labelled (no decanting into unmarked containers).
- suitable personal protective equipment (PPE) has been identified and available for use. PPE is to be provided free of charge where the need is identified as part of the risk assessment.

Where persons may be affected by their use on site, the Site Manager is responsible for ensuring that COSHH assessments are available from contractors (*this applies to both regular contracts such as cleaners and caterers and from builders, decorators, flooring specialists, etc*).

APPENDIX 11

MOVING AND HANDLING

Generic risk assessments for regular manual handling operations are undertaken and staff are provided with information on safe moving and handling techniques.

Staff should ensure they are not lifting heavy items and equipment unless they have received training and/or equipment in order to do so safely.

All manual handling activities which present a significant risk to the health and safety of staff will be reported to the Site Manager and where such activities cannot be avoided a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees who must follow the instruction given when carrying out the task.

Paediatric Moving and Handling

All staff who move and handle pupils have received appropriate training (both in general moving and handling, people techniques and specific training on any lifting equipment, hoists, slings etc. they are required to use).

All moving and handling of pupils has been risk assessed and recorded by a competent member of staff.

Equipment for moving and handling people is subject to inspection on a 6 monthly basis by a competent contractor.

APPENDIX 12

ASBESTOS

An asbestos survey and management plan is in place for the school in accordance with [HCC's asbestos policy](#). The school's most recent asbestos management survey was conducted in June 2023 and updated accordingly.

The school's asbestos log (including school plans, asbestos survey data and site specific management plan) is held in the Stock Cupboard by the Site Manager.

The Head Teacher will ensure that all school staff (including those such as catering and cleaning staff who may be employed by others) are made aware of the location of asbestos containing materials (ACM) within their work areas.

Under no circumstances must staff drill or affix anything to walls without first obtaining approval from an Asbestos Authorising Officer. (Even stapling/ pushing a drawing pin into ACM may result in the release of fibres into the air.)

In the event of any damage occurring to materials known or suspected to contain asbestos this will be reported to one of the school's asbestos authorising officers and the area immediately evacuated and closed / locked off.

Professional advice will be sought and details of the incident reported to HCC's asbestos team asbestos@hertfordshire.gov.uk.

The school's asbestos authorising officers are the Site Manager, the Head Teacher and the Deputy Head Teacher, and refresher training is required 3 yearly.

For Block 1 only: prior to **any** work commencing on the fabric of the building or fixed equipment (e.g. boilers, kilns etc.), either by contractors or school staff, one of the asbestos authorising officers **must** check the asbestos log and establish whether permission to work can be given. These authorising officers shall ensure:

- That the asbestos log is consulted at the earliest possible opportunity in the planning process and that **all** work on the fabric of the building or fixed equipment is entered in the permission to work log and signed by those undertaking the work.
- A visual inspection of those asbestos containing materials remaining on site is conducted and recorded in the asbestos log. (minimum of annually)
- The limitations of the management survey and areas of the building that have **not** been surveyed are understood and considered as part of the permission to work process e.g. areas above 3m in height, within ceiling voids (where panels/tiles are fixed), floor voids, ducts, etc.
- All records pertaining to asbestos are effectively maintained and retained (the legal requirement to do so is for a period of 40 years)

- The school's asbestos management plan is kept up to date and that any asbestos works (removal, new project specific surveys etc.) are notified to the LA via asbestos@hertfordshire.gov.uk

CONTRACTORS

All contractors used by the school shall ensure compliance with relevant health and safety legislation, guidance and good practice.

All contractors must report to the School Office where they will be asked to sign the visitors' book and wear an identification badge. Contractors will be issued with guidance on fire procedures, local management arrangements and vehicle movement restrictions.

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

School managed projects

The Construction (Design and Management) Regulations 2015¹ applies to all building, demolition, repair and maintenance or refurbishment work.

Where the school undertakes projects direct, the governing body would be considered the 'client' and therefore have additional statutory obligations. These projects are managed by a nominated person (to be determined when required) who will ensure that landlords consent has been obtained and, where applicable, all statutory approvals, such as planning permission and building regulations have been sought.

To ensure contractor competency the school uses a property framework contractor as a method of procuring works. These contractors have satisfied the County Council that they understand and abide by health and safety regulations. Details can be found at <http://www.thegrid.org.uk/info/premises/property.shtml>

Contractors will be required to provide a construction phase plan, risk assessments and method statements detailing the safe system of work to be used prior to works commencing on site.

Risk assessments and method statements shall be specific to the site and all aspects of the works to be undertaken. The school, contractors and any subcontractors involved will exchange relevant information regarding the work activities and agree the risk assessments.

¹ Such projects are notifiable to the HSE where the work exceeds 30 days or involves more than 500 person days of work. In such instances and/or if there will be more than 1 contractor on site at the same time (in which case a principal designer and principal contractor must be appointed in writing by the client) it is recommended that an agent be used to work on the school's behalf

APPENDIX 14

WORKING AT HEIGHT

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

Storage above head height is minimised as far as possible, where this cannot be avoided only light weight and rarely-used items are stored there. When working at height (including accessing storage or putting up displays) appropriate stepladders or kick stools are to be used. Staff must not climb onto chairs etc.

Only those persons who have been trained to use ladders safely may use them. Basic instruction is provided to all staff that use ladders/stepladders

<http://www.hse.gov.uk/pubns/indg455.htm>

Formal training on work at height, use of ladders, mobile tower scaffolds etc. will be provided where a significant risk is identified as part of an individual's role.

The establishment's nominated person responsible for work at height is the Site Manager.

The nominated person shall ensure:

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

Use of ladders by pupils is not allowed.

DISPLAY SCREEN EQUIPMENT (DSE)

All staff who use computers daily, as a significant part of their normal work (significant is taken to be continuous/near continuous spells of an hour at a time) e.g. administrative / office staff, etc. shall have a DSE assessment carried out by the Deputy Head Teacher.

Those staff identified as DSE users shall be entitled to an eyesight test for DSE use every 2 years by a qualified optician (and corrective glasses if required specifically for DSE use).

Advice on the use of DSE is available in the [Education Health and Safety Manual](#)

APPENDIX 16

VEHICLES ON SITE

Vehicular access to the school is restricted to school staff and visitors only and not for general use by parents/guardians when bringing children to school, or collecting them, with the exception of parents of children with mobility issues.

Access to the school must be kept clear for emergency vehicles.

The vehicle access gate must not normally be used for pedestrian access. If an event is being held outside of normal school activities for which this is the sole access, then all due care must be taken to ensure the safety of those passing through this entrance.

APPENDIX 17

LETTINGS/SHARED USE OF PREMISES
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Lettings are managed by the Head Teacher and follow HCC guidance.

Refer also to the school's Lettings policy.

APPENDIX 18

STRESS/WELLBEING

The school and governing body are committed to promoting high levels of health and well being and recognise the importance of identifying and reducing workplace stressors through risk assessment, in line with the HSE and HCC's management standards.

Systems are in place within the school for responding to individual concerns and monitoring staff workloads e.g. Performance Management, mentoring, staff able to speak to the Head Teacher/senior management.

APPENDIX 19

LEGIONELLA

The school complies with advice on the potential risks from legionella as identified in the [Education Health and Safety Manual](#).

A water risk assessment of the school has been completed by Hydrop Water Hygiene on 23.05.16. The Site Manager is responsible for ensuring that operational controls are being conducted and recorded in the school's water logbook.

This risk assessment will be reviewed where significant changes have occurred to the water system and/or building footprint.

The risks from legionella are mitigated by basic operational controls and thus the following checks are recorded.

- Water is heated and stored to 60°C at the calorifier (any vessel that generates heat within a mass of stored water)
- Weekly flushing of seldom used outlets and all showers (with all outlets flushed after school holiday periods)
- Monthly temperature checks on sentinel outlets (those nearest and furthest away from the calorifier(s))
- Quarterly disinfection / descaling of showers;