



Padiham Green CE Primary School

Jesus said, "Come Follow Me." Matthew 4:19

Health and Safety Policy

Review of this Policy: This policy will be reviewed annually by the Governing Board

Revised: June 2024

This policy is based on the requirements of the Health and Safety at Work etc Act 1974 and associated health and safety and other legislation. It should be read in conjunction with the Lancashire County Council's Health and Safety Management System which is held on the School's Portal.

As a Community or Voluntary Controlled School the county council is the employer. The governing body is responsible for the use of the premises. The headteacher is responsible for the implementation and management of health, safety and welfare within the school. The county council, the governing body and the headteacher should work in partnership to meet these responsibilities.

As the person(s) with responsibility for the implementation and management of proper health and safety controls within the school, I/we will, as far as is reasonably practicable:

- provide adequate control of the health and safety risks arising from our work activities;
- provide and maintain safe plant and equipment;
- ensure all employees are competent to do their tasks and ensure the provision of adequate training;
- maintain safe and healthy working conditions;
- ensure safe handling and use of substances;
- review and revise this policy and arrangements as necessary at regular intervals, and, as a minimum, following each 5 yearly review of this template by the county council;
- consult with employees on matters affecting their health and safety;
- provide information, instruction and supervision for employees;
- prevent accidents and cases of work-related ill health;
- comply with appropriate directions given by the county council on health and safety requirements;
- act in accordance with the relevant provisions in the "Scheme for Financing Schools in Lancashire" and the "School Teachers Pay and Conditions Document".

Signed: L. Tyrer	Signed: <i>L. Tyrer</i> On behalf of the Governing Body
Headteacher's name: Lisa Tyrer	Chair of Governors name: Debbie Barsby
Date: 1 st June 2024	Proposed Review date: 1 st June 2025

Responsibilities

<p>The responsibility for implementation and management of proper health and safety controls within the school is that of eg headteacher:</p>	<p><i>Lisa Tyrer - Headteacher Keith Barsby (H+S Governor), Debbie Barsby (Chair of Governors) and Keith Cannon (Site Supervisor).</i></p>
<p>The delegated member of staff with day-to-day responsibility for ensuring this policy is put into practice is eg school business manager, health and safety co-ordinator etc:</p>	<p><i>Lisa Tyrer - Headteacher</i></p>
<p>To ensure health and safety standards are maintained/improved, the following people have responsibility in their specific areas eg premises issues, fire safety and other emergencies, out-of-hours arrangements, educational visits:</p>	<p><i>Lisa Tyrer - Headteacher Premises – Keith Canon, Site supervisor SLT Fire safety – Emergency plans - Educational visits – Melissa Barber</i></p>
<p>Health and safety objectives for the school (as identified by accident/incident investigation, consultation, review of risk assessments, health and safety management support and audit visits; advice from the county council etc, or other sources eg DfE, Teachers.Net, other schools, the HSE) will be developed and monitored by:</p>	<p><i>Lisa Tyrer - Headteacher</i></p>
<p>Documented health and safety objectives and any associated action plan(s) can be found:</p> <p>Note: Any actions arising from those objectives should be documented eg as an action plan, and monitored to ensure they are achieved.</p>	<p><i>School Development Plan / the minutes of governors / staff meetings.</i></p>
<p>All employees within the school have a responsibility to:</p> <ol style="list-style-type: none"> 1. Co-operate with the headteacher and his/her nominated representatives on all matters relating to health and safety; 2. Not interfere with anything provided to safeguard their health and safety; 3. Take reasonable care of their own health and safety, and not knowingly place anyone who may be affected by their work activities at risk; 4. Report all health and safety concerns to an appropriate person (as detailed in this policy statement); and, 5. Adhere to the School Teachers Pay and Conditions Document which state that teachers' professional duties include maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere. 	

Health and safety risks arising from work activities

I/we will ensure that so far as is reasonably practicable, all areas of risk are assessed and adequate control measures are put in place to ensure the health and safety of all employees, pupils, contractors, non-employees and anyone else affected by the school's activities.

Risk assessments will be undertaken by: Risk assessments will be undertaken prior to the introduction of any new work tasks / activities that pose a significant risk to health and safety.	Lisa Tyrer – Headteacher and reviewed by Keith Barsby.
The significant findings of risk assessments will be reported to:	Lisa Tyrer – Headteacher
Action required to remove/control risks will be approved by:	Headteacher/ SLT
The responsibility for ensuring the action required to reduce risks is implemented is that of:	Headteacher/ SLT
Checking that implemented actions have removed/reduced the risks is the responsibility of:	Headteacher/ SLT
Risk assessments will be reviewed regularly (at least every 3 years for task risk assessments and the technical aspects of a fire risk assessment; annually for the non-technical aspects of a fire risk assessment and every 5 years for COSHH assessments) or in the event of any significant changes. Responsibility for this rests with:	Lisa Tyrer – Headteacher

School's Commitment

To meet the requirements of this Policy Statement, the headteacher/governing body and/or his/her/their nominated representative(s) will:

- a) draw up and implement appropriate health and safety procedures for the school;
- b) share appropriate elements of these procedures with all employees, pupils, visitors and anyone else who may be affected by them;
- c) arrange for risk assessments to be completed for all areas of work and review them on a regular basis;
- d) as part of the risk assessment process, produce safe systems of work where necessary and arrange for their implementation including any appropriate training, resourcing, auditing and monitoring;
- e) identify adequate resources for the implementation of the health and safety policy and arrangements within the school;
- f) comply with appropriate directions given by the county council on health and safety requirements; and,
- g) act in accordance with the relevant provisions in the Scheme for Financing Schools in Lancashire and the School Teachers Pay and Conditions Document.

The school will:

- make health and safety procedures and documentation available for inspection upon request
- regularly review its arrangements in respect of the applicable topics and activities listed in the table at the end of this Policy document.

Consultation with employees

The school recognises and accepts its duty to consult with employees and will do so via a union-appointed safety representative and/or through elected employee representatives where union appointed representatives are not available.

Employee representative(s) for the school are:	<i>Lisa Tyrer – Headteacher SLT (Mark Tranmer, Becky McLoughlin, Melissa Barber, Natasha Gardiner)</i>
Consultation with employees is provided via:	Appraisals, reviews of documentation, team meetings, circulation of draft documents for consultation, annual Health and Safety policy reviews.

Safety Representatives

The school recognises and accepts that safety representatives must be given the paid time necessary to carry out their functions, and paid time as is necessary to undergo training in those functions, as is reasonable in the circumstances.

Safety representatives' functions are to:

- investigate potential hazards and dangerous occurrences at the workplace, and complaints by employees relating to health, safety and welfare at work, and examine the causes of workplace accidents;
- make representations to the headteacher/governing body on the above investigations, and on general matters affecting the health and safety of the employees they represent;
- regularly inspect the workplace;
- represent employees in dealings with health and safety inspectors; and,
- attend health and safety committee meetings.

Safe plant and equipment

The school will ensure that all plant and equipment that requires maintenance is identified, that maintenance is carried out and that new or second-hand plant and equipment meets any required health and safety standards before it is purchased.

Responsible person(s) for identifying all equipment/plant needing maintenance:	<i>Lisa Tyrer – Headteacher SLT (Mark Tranmer, Becky McLoughlin, Melissa Barber, Natasha Gardiner) Keith Canon – Site supervisor</i>
Responsible person(s) for ensuring effective maintenance arrangements are in place:	<i>Lisa Tyrer – Headteacher SLT (Mark Tranmer, Becky McLoughlin, Melissa Barber, Natasha Gardiner) Keith Canon – Site supervisor</i>
Responsible person(s) for ensuring that all identified maintenance is carried out:	<i>Lisa Tyrer – Headteacher SLT (Mark Tranmer, Becky McLoughlin, Melissa Barber, Natasha Gardiner) Keith Canon – Site supervisor</i>
Any problems found with equipment should be reported to:	<i>Lisa Tyrer – Headteacher SLT (Mark Tranmer, Becky McLoughlin, Melissa Barber, Natasha Gardiner) Keith Canon – Site supervisor</i>
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	<i>Lisa Tyrer – Headteacher SLT (Mark Tranmer, Becky McLoughlin, Melissa Barber, Natasha Gardiner) Keith Canon – Site supervisor</i>

Information, instruction and supervision

The Health and Safety Law poster is displayed at: Note: It is a legal requirement to display the Health and Safety Law Poster in a prominent position in each workplace eg in the school's reception area, or to give employees a copy of the Health and Safety Law leaflet.	<i>Outside the staffroom</i>
Health and safety advice is available from:	<i>Lisa Tyrer – Headteacher SLT (Mark Tranmer, Becky McLoughlin, Melissa Barber, Natasha Gardiner) Keith Canon – Site supervisor</i>
Induction, supervision of trainees/work placements etc will be arranged/undertaken/ monitored by:	<i>Lisa Tyrer – Headteacher SLT (Mark Tranmer, Becky McLoughlin, Melissa Barber, Natasha Gardiner)</i>

Competency for tasks and training

The school has arrangements in place to ensure that all new employees are provided with appropriate health and safety induction training when they start work. This will cover basics such as first aid and fire safety. Job specific health and safety training will also be provided if needed to achieve the required competency. Training arrangements will include regular refresher training where appropriate. Write down your arrangements for training here, including arrangements for record keeping.

Induction training will be arranged/undertaken for all employees by:	<i>Lisa Tyrer – Headteacher Melissa Barber – School business Manager/SLT</i>
Job specific training will be provided by:	<i>Lisa Tyrer – Headteacher SLT (Mark Tranmer, Becky McLoughlin, Melissa Barber, Natasha Gardiner)</i>
Jobs requiring specific health and safety training are:	<i>See LEA health and safety training matrix for staff.</i>
Training records are kept by:	<i>Lisa Tyrer – Headteacher Melissa Barber – School business Manager/SLT</i>
Training will be identified, arranged and monitored by:	<i>Lisa Tyrer – Headteacher Melissa Barber – School business Manager/SLT</i>

Accidents, first aid and work-related ill health

The school acknowledges the legal requirement to:

- ensure there are adequate arrangements in place for the reporting, recording and investigation of incidents and accidents;
- ensure there are adequate arrangements in place for reporting work related injuries, diseases and dangerous occurrences under the RIDDOR Regulations;
- provide appropriate first aid arrangements for employees and anyone attending the premises that may be affected by the school's activities;
- ensure there are adequate arrangements in place to provide health surveillance for any employees who may be **at risk** of ill-health as a direct result of their work activities.

The first aid box(es) is/are available:	School Office; KS2 area, KS1 area and the kitchen.
The first aider(s) and appointed person(s) is/are:	All teaching staff have up to date First Aid qualifications.
All accidents and cases of work-related ill health are to be reported to:	<i>Lisa Tyrer – Headteacher</i> Melissa Barber – School business Manager/SLT

Performance monitoring

The school acknowledges its requirement to monitor the health and safety of employees and anyone who may be affected by its work activities and has appropriate arrangements in place to fulfil this requirement and to keep records.

To check our working conditions and ensure our safe working practices are being followed, we will conduct workplace inspections. These are carried out by:	<i>Lisa Tyrer – Headteacher</i> Melissa Barber – School business Manager/SLT Keith Canon – Site supervisor
Review all risk assessments regularly (at least every 3 years for task risk assessments and the technical aspects of a fire risk assessment; annually for the non-technical aspects of a fire risk assessment and every 5 years for COSHH assessments) or in the event of any significant changes.	See Section: Health and safety risks arising from work activities for responsibility details
Responsible person(s) for investigating accidents eg road traffic accidents, slips, trips and/or falls etc	<i>Lisa Tyrer – Headteacher</i>

before requesting assistance from the Health, Safety and Quality team if necessary:	
Responsible person(s) for investigating work-related causes of sickness absences:	<i>Lisa Tyrer – Headteacher</i>
Responsible person(s) for acting on investigation findings to prevent recurrences:	<i>Lisa Tyrer – Headteacher</i>
Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:	<i>Lisa Tyrer – Headteacher</i>

Emergency procedures - fire and evacuation

The school acknowledges its responsibility for ensuring that appropriate emergency procedures are in place and that these are communicated to all concerned, including other users of the premises, and monitored on a regular basis.

Responsibility for ensuring the fire risk assessment is undertaken and implemented rests with:	Keith Canon – Site supervisor
Escape routes are checked by/every:	Keith Canon – Site supervisor <i>and frequency: Monthly</i>
Fire extinguishers are maintained and checked by/every:	Keith Canon – Site supervisor <i>(Contractors – serviced annually)</i>
Alarms are tested by/every:	Keith Canon – Site supervisor - <i>every Friday</i>
The emergency evacuation procedure is tested by/every:	<i>Lisa Tyrer – Headteacher</i> <i>frequency: Termly</i>
Responsibility for ensuring arrangements are in place to deal with other emergency situations eg bomb threat, flood, etc. rests with:	<i>Lisa Tyrer – Headteacher</i>

Table of occupational health and safety topics/activities that apply

Occupational health and safety topic/activity (Note: This is not a comprehensive list. Please add any further topics/activities relevant to your school.) Information and guidance is available on the Health, Safety and Quality team website :	Applicable (√)	Details of where information about the school's arrangements can be found
Accident reporting, recording and investigation	√	Website/policy documents
Asbestos management plan	√	Website/policy documents
Bodily fluids (urine; blood; faeces; vomit) and biological agents	√	Website/policy documents
Cleaning/caretaking tasks	√	Website/policy documents
Control of contractors	√	Website/policy documents
Control of substances hazardous to health (COSHH)	√	Website/policy documents
Disability access (health and safety implications)	√	Website/policy documents
Display screen equipment and eye tests	√	Website/policy documents
Driving at work	√	Website/policy documents
Electrical safety, for example, installations, PAT tests, visual checks, local policy on bringing electrical items into school etc	√	Website/policy documents
Emergency procedures other than fire, for example flood, services failure	√	Website/policy documents
Extended school and community use	√	Website/policy documents
Finger traps (internal and external)	√	Website/policy documents
Fire safety	√	Website/policy documents
First aid	√	Website/policy documents
Gas safety, for example, installations, servicing, tests, visual checks, local policy on use of gas items in school etc	√	Website/policy documents
Health and safety induction (a checklist is available on the health safety and quality website)	√	Website/policy documents
Infection control, including needles and needlestick injuries	√	Website/policy documents
Lettings to non-school groups	√	Website/policy documents
Manual handling	√	Website/policy documents
Minibuses		

Occupational health and safety topic/activity (Note: This is not a comprehensive list. Please add any further topics/activities relevant to your school.) Information and guidance is available on the Health, Safety and Quality team website :	Applicable (√)	Details of where information about the school's arrangements can be found
Mobile phones (the use of)	√	Website/policy documents
Personal safety including lone working and violence and aggression	√	Website/policy documents
Play equipment installations inspections	√	Website/policy documents
Playgrounds and external areas	√	Website/policy documents
Ponds and water features		
Premises management (see premises management guidance on the Health, Safety and Quality team's website)	√	Website/policy documents
Pupil moving and handling (special needs)	√	Website/policy documents
Pregnant employees and nursing mothers	√	Website/policy documents
Reporting of health and safety concerns/faults	√	Website/policy documents
Severe weather including winter gritting	√	Website/policy documents
Shared use of buildings		
Sharps, for example, broken glass in the school building or external grounds		
Stress	√	Website/policy documents
Swimming pools		
Transport safety/vehicle movement – arrangements for vehicle movement, car parking and vehicle/pedestrian segregation on site	√	Website/policy documents
Visitor and volunteers' safety	√	Website/policy documents
Waste storage and disposal	√	Website/policy documents
Water hygiene (Legionella, lead etc) – a Legionella Risk Assessment should be in place as part of your premises management arrangements	√	Website/policy documents
Work equipment and machinery	√	Website/policy documents
Working at height – ladders, access equipment etc	√	Website/policy documents
Workplace inspection (internal and external)	√	Website/policy documents

Table of non-occupational health and safety topics/activities that apply

Curriculum and other non-occupational activities (information and guidance is available in various parts of the Schools Portal)	Applicable (√)	Details of where information about the school's arrangements can be found
Administration of medication	√	Website/policy documents
*Educational visits	√	Website/policy documents
Food safety and hygiene	√	Website/policy documents
Outdoor activities	√	Website/policy documents
PE equipment	√	Website/policy documents
Pupil handling and restraint	√	Website/policy documents
Grounds maintenance activities	√	Website/policy documents
Pupil movement and flow	√	Website/policy documents
School transport	√	Website/policy documents
Science (only where not covered by curriculum safety procedures set down in CLEAPSS)		
Smoking	√	Website/policy documents
Special needs of pupils (health and safety issues)	√	Website/policy documents
Stage and drama activities	√	Website/policy documents
Supervision of pupils	√	Website/policy documents
Technology rooms and equipment		
Wearing of jewellery	√	Website/policy documents
Work experience	√	Website/policy documents

The school will also take into account the risks, and make health and safety arrangements for, non-routine, out of hours, 'one-off', seasonal or sporadic activities for example special school and community events such as school fetes, etc.

*Note: Educational Visits have a separate intranet site on the Schools Portal at [Educational Visits](#).