

# HEALTH AND SAFETY POLICY

	Policy	Health and Safety	
	Ratifying body	Resources Committee	
	Reviewed by	Resources Committee	19.01.22
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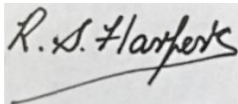
## SECTION 1: STATEMENT OF INTENT

The Governing Body of the Woodland Federation 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 policy sets out how these duties will be conducted and includes a description of the school's organisation and arrangements for dealing with different areas of risk. Section 2 will establish specific responsibilities at all levels of the school's organisation. Section 3 will outline the specific arrangements put in place to manage these areas of risk and hence to meet the school's obligations under the law.

This policy will be brought to the attention of all members of staff during their initial induction and each year at our annual whole Federation staff meeting in September. an electronic copy is saved in Teams under Health and Safety – Policies

This policy statement and the accompanying organisation and arrangements will be reviewed each year, or if a significant change takes place if sooner.



.....  
Chair for the Governing Body

Date 19<sup>th</sup> January 2022



.....  
Executive Headteacher

Date 19<sup>th</sup> January 2022

## **SECTION 2: ORGANISATION**

### **The Duties of the Governing Body**

- To produce and regularly review the Health & Safety Policy for the school. This policy will reflect the requirements of the Health and Safety at Work etc. Act 1974 by outlining arrangements to ensure, so far as is reasonably practicable, the health, safety and wellbeing of staff, students and others affected by the organisation
- To monitor both compliance with, as well as the effectiveness of, this policy
- To provide adequate resources to meet the school's legal responsibilities as well as compliance with this policy
- To assist the Governing Body in discharging its legal obligations, the school has appointed the Health and Safety Service as its 'competent person' as defined by the Management of Health and Safety at Work Regulations 1999
- The specific arrangements adopted will be guided by the Health and Safety Service's Health & Safety Arrangement Notes.

As a Governing Body, we must protect people from harm. This includes taking responsible steps to protect or staff, pupils and others from Coronavirus. A COVID-19 risk assessment (RA100) has been completed to help us manage the risk of COVID-19 and to protect people from harm in as far as is reasonably practicable.

We have identified and put control measures on:

- Work activities or situations which might cause transmission of the virus
- Those staff and pupils who could be at increased risk (vulnerable person's risk assessment)
- How likely it is that someone could be exposed

Our RA100 risk assessment is advertised on the school's [website](#)

### **The Duties of the Executive Head teacher**

The Executive Head teacher has day-to-day responsibility for health and safety management and will take all reasonable practicable steps to secure the health and safety of students, staff and others using the school premises or participating in school sponsored activities.

In particular, the Executive Head teacher will:

- Ensure that suitable and sufficient risk assessments of work activities are undertaken, that a written record of the significant findings of these assessments is kept and that these assessments are subject to regular review
- Co-operate with the Governing Body to ensure that this policy and its associated arrangements are implemented and complied with
- Communicate the policy and other appropriate health and safety information to all relevant people including contractors

- Report to the Governing Body on health and safety performance and to monitor both compliance with, as well as the effectiveness of, this policy
- Ensure that the premises, plant and equipment are maintained in a safe and serviceable condition
- Report to the Governing Body any significant risks or policy requirements which cannot be met within the establishment's budget
- Identify the training needs of staff and hence ensure that they are competent to carry out their roles and are provided with adequate information, instruction and training
- Ensure consultation arrangements are in place for staff and their trade union representatives.
- Monitor purchasing and contracting procedures to ensure health and safety is included in specifications and contract conditions
- Receive reports from enforcement officers and advisory bodies and, where appropriate, take relevant actions to address issues raised
- Promote a positive health and safety culture by leading by example

Whilst overall responsibility for health and safety cannot be delegated the Executive Head teacher may choose to delegate certain tasks to the Health & Safety Coordinator.

The role of Health & Safety Coordinator for the School has been delegated to Stacey Turner.

### **The Duties of the Health and Safety Co-ordinator**

The health and safety co-ordinator has the delegated task of assisting the Executive Head teacher discharge their duties in relation to day-to-day health and safety management

To do this the health and safety co-ordinator will:

- co-ordinate and manage the risk assessment process for the schools
- co-ordinate general workplace monitoring inspections and performance monitoring processes and report findings to the Executive Head teacher and Governing Body
- coordinate records of external inspections and maintenance to plant or facilities and ensure that remedial actions identified are either addressed without delay or brought to the attention of the Governing Body if funds are not available
- assist with the identification of training needs and training delivery across the school to ensure that staff are adequately instructed
- collate accident and incident information and, when necessary, carry out accident and incident investigations
- arrange periodic health and safety audits and liaise with the Executive Head teacher and Governing Body in relation to findings and any associated remedial actions

## **The Duties of Heads of Teaching and Learning / Managers /Subject Leaders**

The Heads of Teaching and Learning / Managers/ Subject Leaders are asked to liaise with the Health and Safety Co-Ordinator where necessary as they are the experts in their areas and can highlight specific risks.

They must ensure that:

- Risk assessments are undertaken for the work areas for which they are responsible and that identified control measures are implemented
- Appropriate safe working procedures are brought to the attention of all staff via appropriate instruction and training and are enforced effectively
- They take appropriate action on health, safety and welfare issues referred to them, informing the Executive Head teacher or Governing Body of any problems they are unable to resolve within the resources available to them
- They carry out regular inspections of their area of responsibility and report / record these inspections to the Executive Head teacher or Governing Body
- All accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated
- Class risk assessments are completed for each classroom.

## **The Duties of all Members of Staff**

Under the Health and Safety at work Act etc. 1974 all employees have general health and safety responsibilities. All employees 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. This also applies to volunteers who are under the control of the School.

Specifically, 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 arrangements at all times
- Report all accidents and incidents in line with the reporting procedure
- Not intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare
- Report all defects in the 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 provided for safety or health reasons

## **Pupils**

Pupils, in accordance with their age and aptitude, are expected to:

- To exercise personal responsibility for the health and safety of themselves and others
- To observe standards of behaviour and dress consistent with safety and/or hygiene
- To observe all the health and safety rules of the school and, in particular, the instructions of staff given in an emergency
- Not wilfully misuse, neglect or interfere with facilities or equipment provided for their and others' health and safety

## **Contractors**

All contractors who work on the school premises are required to identify and control any risks arising from their activities and inform the Executive Head teacher of any risk that may affect the staff, pupils and visitors.

All contractors must be aware of this policy and the associated emergency procedures and comply with these requirements at all times.

In instances where the contractor creates hazardous conditions and refuses to eliminate them or take measures to make them safe, the Executive Head teacher will take such actions as are necessary to prevent staff, pupils and visitors being put at risk from injury.

## **SECTION 3: ARRANGEMENTS**

### **Risk Assessment**

The underlying process which informs safety management is risk assessment. Assessments of significant risks will be made with those persons responsible for the activity/area affected and the significant findings of these decisions will be recorded in writing. This will be achieved principally by amending and adopting the model risk assessments provided by the Health and Safety Service. Specifically, the model risk assessments amended and adopted in order to identify suitable risk control measures will be as follows:

- RA22 - Premises
- RA21 – Primary Curriculum Activities – to be completed by Subject Leaders
- RA01 – Individual class risk assessment to be produced by the class teachers
- RA08 – Fire
- RA11 – Kitchen (Winkleigh)
- RA04 – Cleaning (Winkleigh) - September 2020 Winkleigh now uses Devon Contract Cleaners

Risk assessments are available for all staff to view and are held centrally on Teams – Health and Safety – Risk Assessments. Wherever possible, affected staff will be included in the risk assessment process. Staff and other affected parties will be briefed in the risk assessment findings.

Risk assessment records will be reviewed annually or sooner if a change in circumstances. This will be identified on risk assessment record.

For full details relating to risk assessment arrangements, reference should be made to the HS47 Arrangements Note.

Other arrangements in alphabetical order:

### **Accident/Incident Reporting**

All employee accidents must be reported to the Executive Headteacher / Health and Safety Co-ordinator and entered in the staff accident book. The Health and Safety Co-ordinator will then enter accident details onto the OSHENS on-line accident reporting system and report to the Governing Body if the accident results in lost time or is caused by a material defect or organisational failure.

Accidents to pupils and other non-employees should be recorded in the accident book. Any accident that results in a pupil being sent home should be reported to the H & S Co-ordinator for entry onto OSHENS. Those accidents to pupils and members of the public which are work related, in that they have arisen out of a material defect or organisational failure, must also be reported to the Governing Body and accident details entered onto the OSHENS on-line accident reporting system.

Parents / carers will be notified immediately of all major injuries.

The Executive Headteacher / Health and Safety Co-ordinator will investigate accidents and take remedial steps to avoid similar instances recurring.

All accidents which fall within the scope of the Reporting of Diseases Injuries and Dangerous Occurrence Regulations 2013 will be reported to the HSE via the OSHENS on-line accident reporting system. This will be undertaken by the Devon Health and Safety Service.

For full details relating to accident reporting arrangements, reference should be made to the HS01 Arrangements Note.

### **Asbestos**

The arrangements for the management of asbestos on the site are detailed in the Asbestos Management Plan (AMP). This is located in the admin office (both schools)

The Asbestos Register is held in the admin office by the signing in / out sheets (both schools) and will be made available to all staff and contractors prior to **any** work commencing on the fabric of the building or fixed equipment containing asbestos. No work can commence until permission to work has been given by the authorising manager named in the AMP.

The authorising manager shall ensure:

- The AMP is reviewed annually and that any changes are approved by the Governing Body
- That the Asbestos Register 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 approved via the completion of the ASB1 form and/or the Contractor signing-in sheet.
- A visual inspection of those asbestos containing materials remaining on site is conducted and recorded on the ASB2 form according to the frequencies identified in the AMP. Any subsequent changes to asbestos containing materials on site will be recorded in the Register

All parties will ensure that any damage to materials known or suspected to contain asbestos should be reported to Stacey Turner at the earliest opportunity.

For full details relating to the management of asbestos, reference should be made to the HS04 Arrangements Note as well as the Asbestos Management Plan.



## **Communication and Training**

Detailed guidance and information about health & safety issues can be found in the Health and Safety Service's Arrangements Notes which are located in the OSHENS Document Library. The Health and Safety Service also provide competent health and safety advice for school staff and can be contacted on 01392 382027 or on [healthandsafety@devon.gov.uk](mailto:healthandsafety@devon.gov.uk)

The Health and Safety Law poster is displayed in Main Office and Pre-Nursery buildings (both schools)

### **Health and Safety Training**

All employees will be provided with:

- induction training in the requirements of this policy
- updated training in response to any significant change
- training in specific skills needed for certain activities as identified by the relevant risk assessment
- refresher training where required

Training records will be kept in the Health and Safety Folder, Stacey Turner is responsible for co-ordinating health and safety training needs. This includes a system for ensuring that refresher training is undertaken within the prescribed time limits.

Each member of staff is also responsible for drawing the relevant 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. All employees shall undertake work tasks as instructed and trained.

For full details relating to staff training, reference should be made to the HSA55 Training Arrangements Note.

## **Consultation**

Staff are represented on the Resources committee – VF. Consultation of day to day matters will be achieved by regular email communication.

Members of staff with concerns should raise them initially with their departmental head or the Health & Safety Co-ordinator. If required, requests for external advice should then be sought from the Health and Safety Service for concerns of employees which cannot be resolved locally.

Staff should feel free to contact the appropriate trade union appointed Safety Representative. The Governing Body welcomes the support of trade unions in health and safety matters.

For full details relating to staff consultation, reference should be made to the HS08 Arrangements Note.

## **Contractors**

All contractors must report to Admin (both schools) where they will be asked to sign the visitors' book and wear an identification badge. Contractors will be issued with guidance and requirements for safe practice whilst on site.

Where necessary, contractors will also be requested to sign to confirm that they have read and understood the Asbestos Register. To ensure contractor competency Mrs V Fenemore will undertake competence checks prior to engaging a contractor.

In respect of construction works, we appoint a third party project management company such as NPS.

For full details relating to the control of contractors, reference should be made to the HS07 CDM Arrangements Note.

## **Curriculum Activities**

Risk assessments for the significant hazards within curriculum activities will be carried out by the Subject Co-ordinator using the appropriate Health and Safety Service's model risk assessments listed above.

For full details relating to the primary curriculum areas, reference should be made to the HS46 Arrangements Note.

## **Display Screen Equipment (DSE)**

All staff who use computers daily for continuous spells of an hour or more, or a total daily time of 3 hours or more will have a DSE assessment carried out. This will be achieved by completing the OSHENS DSE online training and assessment.

Staff identified as DSE users are entitled to an eyesight test for DSE use every 2 years by a qualified optician and corrective glasses (if required specifically for DSE use) subject to a total cost of £45.00.

For full details relating to DSE, reference should be made to the HS12 DSE Arrangements Note.

## **Emergencies**

The school should ensure preparedness for emergency situations, and procedures for critical incidents and off-site emergencies are contained within the Schools Emergency Management Plan which is located on Teams in the Health & Safety folder and will be reviewed annually. Emergency contact and key holder details are held on Teams in the key holder list folder

## **Fire**

The Executive Head teacher is responsible for ensuring that the risk assessment is undertaken using the RA08 document and controls implemented accordingly. The fire risk assessment is located in the Health & safety folder in Teams and will be reviewed annually.

Fire and emergency evacuation procedures are detailed in the Fire

Emergency plan document which is located in the Health & safety Folder in Teams. All staff will be briefed in the contents of this plan at induction and on an annual basis. This will be augmented by fire drills which will be undertaken termly. Evacuation procedures are also made known to all contractors / visitors on arrival when they are given a visitors' badge and information is on these badges. Emergency procedures are on all classroom doors.

Stacey Turner is responsible for ensuring that the school's Fire Log is kept up to date.

COVID related staffing issues have been considered, there is no social distancing, we are following guidance.

Procedures for other critical incidents and off-site emergencies are contained within the School's Emergency Management Plan which is located in the admin office and electronically on Teams and will be reviewed annually.

For full details relating to fire safety, reference should be made to the HS18 Fire Safety Arrangements Note.

### **First Aid**

The school has risk assessed the need for first aid provision and the following has been provided accordingly:

#### **First Aid at Work: (Winkleigh)**

Stacey Turner (expires Nov 24)

#### **Paediatric First Aid: (Winkleigh)**

Rebekah Bridgman (expires Sept 24)

Heather Down (expires Sept 24)

Tina Brook (expires Sept 24)

Caroline Dennis (expires Feb 24)

Susannah Gent (expires Sept 24)

Jane Hill (expires Sept 24)

Natasha Ince (expires Sept 24)

Amy Parsons (expires Sept 24)

Mike Davis (expires Jan 23)

Hannah Parker (expires Jan 23)

Cherry Roadnight (expires Jun 22)

Dee Rowcliffe (expires Jan 23)

Abby Wiltshire (expires Jan 23)

Kerry Dunn (expires Jan 23)

Kate Keast (expires Jan 23)

Sophie Luscombe (expires Sep 24)

Rachel Nicks (expires Sep 24)

**First Aid: (King's Nympton)**

Mandy Blacker (Dec 2023)

Tammie Tweedie (Nov 2022)

Teresa Slade (Mar 2024)

Becki Miali (Jan 25)

Cherry Roadnight (expires Jun 22)

First Aid boxes are located at the following locations:

Covid update, First aid kits in all classrooms, maintained by TA's

Kitchen – Winkleigh Nursery

Staff room, all classrooms and pre-school – Kings Nympton

Caroline Crosby (Winkleigh), Stacey Turner and Susie Catling (Kings Nympton) will ensure that refresher training is organised, and maintaining the contents of first aid boxes will be done by the classroom TAs.

COVID related staffing issues have been considered we follow guidance, vulnerable staff do not administer first aid.

For full details relating to first aid, reference should be made to the HS19 First Aid Arrangements Note.

**Hazardous Substances – Winkleigh (King's Nympton Catering and Cleaning are contracted through Devon Norse)**

Where it is consistent with the effective performance of the task in hand, every attempt will be made to choose the least harmful chemical possible.

The responsible manager shall ensure that: (Julie Stallard - Kitchen – Devon Contract Cleaners - Cleaning)

- an inventory of all hazardous substances used within their area of responsibility is compiled and kept up to date
- Material Safety Data Sheets (MSDS) are obtained from the relevant supplier for all such materials
- risk assessments are conducted by Contract Cleaning (Winkleigh) and Devon Norse (KN) to identify the safe working method and appropriate emergency procedures.
- all chemicals are appropriately and securely stored out of the reach of children
- all chemicals are kept in their original packaging and never decanted into unmarked containers.

For full details relating to the control of hazardous chemicals, reference should be made to the HS10 COSHH Arrangements Note.

## **Legionella**

A water risk assessment for the school has been completed by ROCK (Winkleigh) and Churchills (KN) and Stacey Turner is responsible for ensuring that the identified operational controls are being conducted and recorded in the water hygiene log book. This risk assessment will be reviewed where significant changes have occurred to the water system.

For full details relating to the control of legionella, reference should be made to the HS28 Legionella Arrangements Note.

## **Lettings/shared use of premises**

Neither school currently lets out the buildings.

## **Maintenance of Plant and Equipment**

Regular inspection and testing of school equipment is conducted to ensure that work equipment is maintained in a safe and efficient state. Records of such monitoring will be kept by Stacey Turner / Admin Staff. All staff are required to report any problems found with plant/equipment to the Executive Head teacher. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal. These safety inspections are in the premises folder in Winkleigh admin office.

The following specific statutory inspections and tests will be undertaken by a competent contractor, arranged through the NPS partnership.

- Annual oil fired heating plant inspection and maintenance, to be undertaken by Cannings. Winkleigh – KN is all electric heating.
- Electrical installation inspection every 5 years by contractor appointed by NPS
- Winkleigh – Sewage pump tested by DBS Ltd
- Kitchen Extractor Fan (Winkleigh) by Devon Kitchen Extractor Fans and Canopies

## **Portable Electrical Appliances**

All staff will conduct a visual inspection of plugs, cables and electrical equipment prior to use. Defective equipment will be reported to the Executive Head teacher.

All portable items of electrical equipment will be subject to formal inspection and, where appropriate, a two yearly testing regime is in place. This inspection and testing will be conducted by a qualified contractor.

Personal items of equipment should not be brought into the school without prior authorisation and must be subjected to the same inspection process as school-owned equipment.

For full details relating to work equipment and electrical safety, reference should be made to the HS16 and HS58 Arrangements Notes.

### **Medication Arrangements**

Arrangements for medication are detailed in the separate Administration of Medicines Policy, which is reviewed annually. A copy of this policy can be found in in the H & S folder and on Teams.

For full details relating to the administration of medication, reference should be made to the HS32 Medication Arrangements Note.

### **Monitoring**

The Executive Head teacher will put in place procedures to monitor compliance with the arrangements described in this policy. The central component of this process is the 3 yearly Health & Safety Review process undertaken by the Devon Health and Safety Service. Feedback from this process is to be referred to the Governing Body.

A general inspection of the site grounds will be conducted each term and be undertaken by Stacey Turner. Feedback from this process is to be referred to the Governing Body.

A general inspection of the site will be conducted termly and be undertaken by Stacey Turner. Feedback from this process is to be referred to the Governing Body.

For full details relating to monitoring, reference should be made to the HS05 Audit and Monitoring Arrangements Note.

### **Moving and Handling**

The risk assessment of significant manual handling tasks is undertaken as described in the risk assessment section above. Staff engaged in these activities will be provided with information on safe moving and handling techniques and will receive specific training where the need is identified in the risk assessment. Kitchen and cleaning staff were offered formal training

Currently we do not have any pupils that require any moving or handling. (Nursery has a nappy changing policy.) All moving and handling of pupils will be risk assessed by the SENDco and H & S Co-ordinator and recorded in a specific Handling Plan for the individual concerned. The format found in the HS35 Arrangements Note will be used. All staff who move and handle students will receive appropriate training both in the controls listed in the Handling Plan and specific training on any lifting equipment that they may be required to use.

For full details relating to moving and handling, reference should be made to the HS34/35 Moving and Handling Arrangements Notes.

### **Offsite Visits**

In line with the Outdoor Education, Visits and Off-site Activities Health & Safety Policy, the DCC Educational Visit Adviser will be notified of all Category B and C visits via the Evolve online system.

Woodland Federation local arrangements for offsite visits are detailed in the separate Management of Outdoor Education, Visits and Off-Site Activities Policy and individual Standard Operating Procedures which are reviewed annually. A copy of these documents can be found in Teams

For full details relating to educational visits, reference should be made to the Outdoor Education, Visits and Off-site Activities Health & Safety Policy 2018.

### **Personal Safety and Security**

The school believes that staff should not be expected to put themselves in danger and will not tolerate violent / threatening behaviour to its staff. A separate specific Behaviour Policy is in place at the school.

Staff will report any such incidents on the OSHENS system in accordance with agreed accident/incident reporting procedures.

Working alone will be avoided wherever possible. If a member of staff is alone on site, they must have a phone on them and have someone know when they are due home ready to raise the alarm if they are late.

Staff working outside normal school hours must obtain permission of the Executive Head teacher.

Risk assessments will be reviewed annually or after significant change and recorded by amending the RA22 Risk Assessment.

### **Radon Gas**

The schools are located in a radon affected area as defined by Public Health England (PHE). Consequently, radon gas levels will be measured on a 7-10 year cycle and detectors returned to PHE for analysis.

If levels are below the 300 Bq/m<sup>3</sup> thresholds, this process of measurement will continue. If readings exceed the 300 Bq/m<sup>3</sup> threshold a Radiation Protection Adviser (RPA) will be engaged and a risk assessment of staff exposure will be undertaken in consultation with the RPA. Based upon the findings of this assessment, suitable mitigation systems will be identified and installed to reduce the radon level to well below 300 Bq/m<sup>3</sup>. These systems will be maintained.

### **School Security**

The Executive Head teacher is responsible for undertaking a risk assessment for site security in order to identify and implement control measures in this area. This will be reviewed annually or after significant change and recorded in the RA24B risk assessment document, using the Security Checklist as an aide.

For full details relating to security and lone working issues, reference should be made to the HS31 Lone Working and HS50 Security Arrangements Note.

### **Stress/Wellbeing**

The school is committed to promoting high levels of health and well-being and recognises the importance of identifying and reducing workplace stressors through risk assessment in line with the HSE's management standards.

Staff are required to complete a return to work assessment following sickness absence and may have a phased return if this is considered appropriate. The federation buys occupational health support / participates in an Employee Assistance Programme / performance management arrangements / mentoring.

Where appropriate, risk assessment findings will be recorded using the RA25 document.

For full details relating to staff wellbeing, reference should be made to the HS24 Health Issues for Staff Arrangements Note.

### **Tree Safety Management**

An increasing number of tree species are becoming susceptible to disease which can not only cause the trees to die but can also leave them in a dangerous state. For example, Ash Dieback is one of the currently emerging diseases likely to cause significant issues in the coming years. Physical damage to a tree can also cause safety issues and fungus can be a sign of underlying health issues with the tree.

The school will ensure that tree inspections are undertaken in line with the DCC Tree Management Policy.

### **Work at Height**

Staff are instructed and regularly reminded that no one is trained to work at height and it is against Federation Policy. Staff are reminded that it is not acceptable to stand on chairs or tables and that the steps in each unit should be used. 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.

For full details relating to the control of work at height, reference should be made to the HS60 Work at Height Arrangements Note.



**Work Experience**

If the school hosts a work experience placement, any significant hazards within the planned work tasks will be risk assessed and findings will be communicated to the student and their parents/guardians via the student's secondary school. This assessment will be recorded on the RA28 risk assessment document.