

Downsell
PRIMARY SCHOOL



Learning Today, Leading Tomorrow

HEALTH & SAFETY POLICY

Review date:	Summer term 2025
Date Adopted by GB:	15 th July 2024
Review Date of Policy:	Summer term 2026



Health and Safety Policy

1. INTRODUCTION

- 1.1. Downsell Primary has a duty under the Health and Safety at Work etc Act 1974 to provide safe and healthy working conditions for employees and to ensure that their work does not adversely affect the health and safety of other people (e.g. pupils/visitors).
- 1.2. This policy should be read in conjunction with LBWF Central Safety Policy Statement and the Children and Young People's Health and Safety Policy. Copies of these documents, along with other Local Codes Practice (LCoPs) and information on health and safety matters, can be found in the school safety manual.
- 1.3. The objectives of this policy are to ensure the following, as far as is reasonably practicable:
 - a) Equipment and systems of work are safe and without risks to health;
 - 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 identify hazards, reduce risks and contribute positively to their own and to others safety and health;
 - d) A safe and healthy place of work, including safe access to and safe egress from it.
 - e) A healthy working environment in line with current legislation identifying, eliminating and controlling risks.
 - f) Adequate welfare facilities.

This policy has been formulated with reference to the need for employer/employee consultation on health and safety matters and the need to consult individuals before the allocation of particular health and safety functions.

- 1.5. Expert advice for determining the risks to health and safety within the establishment and the precautions required to deal with them is available from the Health and Safety Unit 020 8496 3408.

2. THE ORGANISATION FOR IMPLEMENTING THIS POLICY INCLUDING ALLOCATION OF FUNCTIONS

2.1. THE COUNCIL

The ultimate responsibility for health and safety in the school rests with the employer LBWF. In practise functions are delegated. Reference is made in LBWF Central Safety Policy Statement and LCoP 12 'Managing health and safety'.

2.2. THE GOVERNING BODY

Chair: Mr David Backhouse

The Governing Body will work together with the Headteacher, The Council via The Children and Young People's Services Directorate to establish and meet health and safety objectives. Specifically, the Governing Body will act to:

- Act in accordance with the policy and guidelines issued by the Council;
- Ensure that adequate policies and procedures are in place; and
- Monitor the implementation of policies and procedures.

The Governing Body will address health and safety matters via_Governing Body and sub group meetings.

An annual report will be submitted to the Governing Body by the Headteacher regarding the school's health and safety performance.

2.3. HEADTEACHER: DEENA CHETTY

Main functions are:

- (a) Day-to-day management of all health and safety matters in the school in accordance with the health and safety policy, LCoP's etc;
- (b) Ensuring termly inspections and risk assessments are carried out (Refer to LCoP's 12, 15 and 21);
- (c) Submitting inspection reports to Governors and EduAction;
- (d) Ensuring appropriate action is taken;
- (e) Passing on information received on health and safety matters to appropriate people;
- (f) Carrying out investigations where necessary;
- (g) Chairing health and safety forums (e.g. staff or governing body meetings);
- (h) Identifying staff training needs;
- (i) Liaising with governors and/or the Council on policy issues and any problems in implementing the health and safety policy;
- (j) Co-operating with and providing necessary facilities for trades union safety representatives to carry out their function.

2.4. DEPUTY HEADTEACHER: RACHAEL ALEXANDER GORDON

Main functions are:

- (a) Day-to-day management of health and safety in accordance with the health and safety policy and LCoP's, etc;
- (b) Ensuring appropriate action is taken;
- (c) Arranging for staff training and information;
- (d) Passing on health and safety information received to appropriate people;
- (e) Acting on reports from above or below in the hierarchy.

2.5. OTHER STAFF

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;
- (c) Checking equipment is safe before use;
- (d) Ensuring safety procedures are followed;
- (e) Ensuring protective clothing/equipment is used, when needed;
- (f) Participating in inspections and the health and safety meetings, if appropriate;
- (g) Bringing potential problems to the relevant manager's attention.

2.6. LEGAL DUTIES OF ALL EMPLOYEES

The Health and Safety at Work Act etc. 1974 states:

"It shall be the duty of every employee while at work:

- (a) To take reasonable care for the Health and Safety of him/herself and of any other persons who may be affected by his/her acts or omissions of work, and
- (b) As regards any duty or requirement imposed on his employer or any other person by or under any of the relevant statutory provisions, to co-operate with him/her so far as it is necessary to enable that duty or requirement to be performed or complied with"

The Act also states:

"No person shall intentionally or recklessly interfere with or misuse anything provided in the interest of health, safety or welfare in pursuance of any of the relevant statutory provisions"

In order that the laws be observed and responsibilities to pupils and other visitors to the school are carried out all employees are expected:

- (c) To know the safety measures and arrangements to be adopted in their own working areas and to ensure they are applied.
- (d) To observe standards of dress consistent with safety and/or hygiene.
- (e) To exercise good standards of housekeeping and cleanliness.
- (f) To know and apply the emergency procedures in respect of fire and first aid.
- (g) To use and not wilfully misuse, neglect or interfere with things provided for his/her own safety and/or the safety of others.
- (h) To co-operate with other employees in promoting improved safety measures in their school.
- (i) To co-operate with the union safety representative and the enforcement officer of the Health and Safety Executive.

2.7. SPECIAL OBLIGATIONS OF CLASS TEACHERS

The safety of pupils in classrooms, ICT room, library, halls and workshops etc is the responsibility of class teachers who have traditionally carried responsibility for the safety of pupils when they are in their charge.

If for any reason, (e.g. the condition or location of equipment, the physical state of the room or the splitting of a class for practical work) a teacher considers he/she cannot accept this responsibility, he/she should discuss the matter with the Headteacher before allowing practical work to take place.

Class teachers are expected:

- (a) To exercise effective supervision of the pupils and to know the emergency procedures in respect of fire, bomb scare and first aid, and to carry them out.
- (b) To know the safety measures to be adopted in their own special teaching areas and to ensure that they are applied.
- (c) To give clear instructions and warning as often as necessary.
- (d) To follow safe working procedures personally.
- (e) To call for protective clothing/equipment, safe working procedures, etc. when necessary.

- (f) To make recommendations to the Leadership Team on safety equipment and on additions or improvements to plant, tools, equipment or machinery which are dangerous or potentially so.

2.8. THE UNION SAFETY REPRESENTATIVE

(Refer to LCoP 27 Safety Representatives and Safety Committees)

The Union Safety Representatives for the school is:

Esther Hylton/Kier

Union safety representatives have various rights given to them. For example, they have the right to time off with pay for training, and to the facilities necessary for them to carry out their role; they can also carry out workplace inspections and investigate accidents on behalf of their trades union. These inspections and investigations are quite separate from those carried out on behalf of employers; (i.e. Union Safety Reps do not inspect on behalf of the Headteacher/site manager). Safety representatives must be consulted by employers on any measures that may substantially affect the health and safety of employees, and on a range of other issues.

2.9. PUPILS

Are expected:

- (a) To exercise personal responsibility for the safety of self and classmates.
- (b) To observe standards of dress consistent with safety and/or hygiene (this would preclude unsuitable footwear, knives and other items considered dangerous).
- (c) To observe all the safety rules of the school and in particular the instructions of teaching staff given in an emergency.
- (d) To use and not wilfully misuse, neglect or interfere with things provided for his/her safety.

2.10. VISITORS/SECURITY

(Refer to LCoP 9 Improving security in schools)

Regular visitors and other users of the premises (e.g. contractors and delivery persons from specific companies) are required to observe the safety rules of the school. In particular parents helping out in school will be made aware of the health and safety arrangements applicable to them through the teacher to whom they are assigned.

All visitors must report to the reception office where a 'signing in' system is in operation.

2.11. STAFF HOLDING POSITIONS OF RESPONSIBILITY

THE MANAGEMENT CHAIN

Level (1) Headteacher Premises Manager

Level (2) Deputy Headteacher

Level (3) Teachers/Teaching Assistants Lunchtime Supervisors

DELEGATION OF FUNCTIONS

Level (1) - Day to day responsibility for all health and safety matters
- Liaise with Governors and the Council

Level (2) - Implement phase procedures
- Arrange for staff to be trained/informed
- Check procedures are followed

Level (3) - Check work area/equipment is safe
- Check procedures are followed
- Report defects
- Carry out special tasks (e.g. first aid)

<u>NAME</u>	<u>POSITION</u>	<u>AREA OF RESPONSIBILITY</u>
Deena Chetty	Headteacher	Overall – whole school
Rachael Alexander Gordon	Deputy Headteacher	Curriculum /Safeguarding -DSL
Patius Africa	Assistant Headteacher	Safeguarding/Behaviour
	School Business Manager	HR/Finance
Jana Robinson	Finance Manager	Finance
Ana Bruno	Lunchtime Supervisor	Lunchtime Supervision
Karen Britton	Early years co-ordinator	Foundation Stage
KIER Site Supervisor	Premises Manager	School building and grounds

3. ARRANGEMENTS FOR HEALTH AND SAFETY

The school health and safety manual LCoPs' form part of the school arrangements. These are disseminated to relevant staff and implemented. References to relevant LCoPs are made in this section. See Appendix 2.

2.1. SUPERVISION OF PUPILS

A record of all accidents will be kept.

- The recorded information should be kept in a book.
- Action taken for the injured person needs recording.
- A description of what happened should be included.
- Class teacher informed if serious e.g. head injury and office informed.
- Parent/carer informed by note or telephone. This should also be recorded.
- Primary first aider to sign any entries.

2.2. PROVISION OF FIRST AID

(Refer to LCoP 35 - First Aid in Educational Establishments)

The school designated First Aiders are:

First Aiders		
Staff member	Area	Date of expiry
Ana Bruno	MDA	23/05/2025
Rene Muthoora	Y6	23/05/2025
Gloria Watson	Breakfast club, Office	01.11.2024
Mehnaz Akhtar	Nurture room	01.11.2024
Muna Shariff	Nurture room	01.11.2024
Debbie Cooper	Breakfast club	01.11.2024
Eman Binbeshher	Year 3	01.11.2024
Marufa Chenia	Year 3	01.11.2024
Chantel Reed	Nurture room	01.11.2024
Louise Glockling	Year 6	01.11.2024
Paediatric First Aiders		
Staff member	Area	Date of expiry
Sarah Marcou	Nursery	18/10/2025
Jessica Stoby	Reception	18/10/2025
Karen Hodges	ASC, Nurture room	22/11/2025
Ana Bruno	MDA	22/11/2025
Ralitsa Ivanova	Office	22/11/2025
Gloria Watson	Breakfast club, Office	22/11/2025
Patius Africa	Y5	22/05/2026

First aid boxes are provided in:

- The medical room
- There are 3 first aid posts during lunch time
 - EYFS
 - Key Stage 1 playground
 - Key Stage 2 playground
- Classroom

The person(s) responsible for checking and maintaining the contents of first aid boxes is:

Class TAs (classrooms)

Medical room – Kier Staff

2.3. ACCIDENT/INCIDENT/DISEASE REPORTING AND INVESTIGATING

(Refer LCoP 1 Accident Reporting etc.)

If anyone should become ill or suffer injury as a result of an accident the procedures below must be followed.

- (a) First Aid should be rendered, **but only as far as knowledge and skill permit**. If circumstances necessitate, the trained first aider should be summoned immediately to tend to the patient. The patient should be given all possible reassurances, and if absolutely necessary, removed from danger.
- (b) If the patient needs to be taken to hospital then an ambulance should always be called. If an ambulance is required the emergency “999” service should be used. For cases of a less severe nature then it may be appropriate to transport a member of staff/pupil to a casualty department without using the ambulance service but it should be noted that this should always be on a voluntary basis. (If a member of staff uses his/her own car for these purposes he/she must ensure that he/she has obtained specific cover from his/her insurance company). Whenever possible no casualty should be allowed to travel to hospital unaccompanied if there is any doubt about their fitness to do. If unsure, advice should be sought from the NHS advisory service.
- (c) Accident Forms
Accidents must be reported in accordance with LCoP 1 Accident Reporting and Investigation. Some accidents require reporting immediately (ie by telephoning the Council’s Health and Unit on Tel: 020 8496 3408).

School’s Accident/Incident reported via MyCompliance (online form)

Every case of injury, accident or incidents, including cases of physical or verbal violence must be fully and accurately reported and, where possible, detailed statements should be obtained from witnesses. Accident forms are obtained from the office. Completed forms should be passed immediately to **the Office** who should investigate the accident and report to the Headteacher. An accident form must be completed where necessary, and for employees and for Pupil’s that have been taken from the Scene to Hospital **by Ambulance**. Copies of the form should be kept on file for three years. The B1 510 accident book is no

longer use due to the Data Protection Act, however, where necessary an ordinary exercise book can be used to log details of the incident(s) without entering the person address.

The Headteacher must forward the accident form to the Health and Safety Unit within 5 working days via MyCompliance.

2.4. FIRE AND EMERGENCY PROCEDURES

(Refer to: LCoP 33 Emergency Procedures and LCoP 34 Fire Precautions)

It is the duty of all members of staff to carry out the fire and emergency procedures as follows:

(i) Escape Routes

The premise manager is responsible for ensuring that all escape routes are kept clear and reporting any building defects.

(ii) Fire Fighting Equipment

All fire fighting equipment is serviced annually by: **Academy Services (Kier)**

The School Contractor is responsible for ensuring that the annual service takes place, and that an inventory of all equipment and a plan showing its location is held by the school.

(iii) Fire Alarms

Fire alarms are tested weekly by premises manager and recorded in the fire alarm logbook. Fire alarms maintenance is the responsibility of the School and the system should be inspected/tested four times a year (by the Alarm Contractor). Faults are reported to the NPS Electrical Services on Tel: 020 8496 3408.

(iv) Fire Drills

Termly fire drills will be arranged by the Head teacher

The purpose is to remove everyone from the building as quickly as possible, assemble them in a safe place and check attendance. The following staff have specific responsibilities:

Leah/Qamar	Nursery area
Gloria	Visitors
Rachael	Office, boys toilets, Mo's class, rooms till PPA, Toilet opp phonics room
Deanna	Girls toilets, Y3 intervention, S&L room
Jana	Office, staff toilets, Hall, changing room, kitchen
SBM	Magnolia room, Y5, Y6 classrooms
Deena/Ralitsa	Corridors Year 5 to reception (inc. 2YO and nurture)

(v) Evacuation Procedures for Serious and Imminent Danger

It is the duty of all members of staff to carry out the procedures necessary to stop work and move to a place of safety when faced with a situation presenting serious and imminent danger.

2.5. HEALTH AND SAFETY GUIDANCE AND ADVICE

Staff will receive copies of relevant health and safety documentation issued by the Council by means of Health and Safety Notice board in the staff room.

All staff must ensure that guidance is adhered to.
A central copy of the School Health and Safety Policy is available for all staff in: The School Office and online (googledrive).

2.6. TRAINING

It is the responsibility of senior managers to identify the training needs within their area of responsibility and advise the Headteacher. All staff are encouraged to request release to attend health and safety training courses.

2.7. MAINTENANCE AND REPAIRS

(Refer to LCoP 3 Building works in education establishments and LCoP 3A Employing competent contractors)

(i) The School Condition Survey itemises works requirements, together with cost estimates. With Fair Funding all items over £20k are the responsibility of the Council, and those below £20k, the School. All defects must be reported as appropriate, for repairs to be carried out. All maintenance items reported to the NPS Building Consultancy for their action should be recorded in the Maintenance Book, Ref. PS 6170.

Any concerns regarding outstanding Council repairs and any modifications made to the school should be reported to the Kier Helpdesk: 0845 643 2066

(ii) Lightning protection should be arranged every 12 months either via the Electrical or another Contractor. The test and inspection certificate is held by the Kier.

(iii) Gas equipment is serviced annually by a CORGI Registered Engineer.

2.8. ELECTRICAL EQUIPMENT

(Refer to LCoP 7 Electricity at work).

(i) All portable appliances will be tested annually by **Academy Services (KIER)**

A copy of the inventory of the electrical equipment tested including test results will be held in the main office. All staff must visually check all electrical appliances prior to their use and report any defects to the Head of Department/senior staff. All defective equipment must be taken out of use immediately. **Privately owned appliances must not be used.**

- (ii) The School should inspect fixed wiring every 5 years. This can be arranged and monitored by the Property Department's Electrical Section or the School's own Contractor. Certificates of inspection are held by the Kier.

2.9. MACHINERY AND PLANT

(Refer to LCoP 32 Work equipment)

- (i) All machinery and plant must be checked for health and safety prior to being used on site.
- (ii) Senior staff must ensure that there is a system of inspection to identify and risk assess any dangerous machinery.
- (iii) Pressurised plant is the responsibility of **Academy Services (KIER)** and is inspected. Records are held by Kier.
- (iv) Lifting machines are the responsibility of **Academy Services (KIER)** and are inspected and tested every 6 months. Records are held by Kier.

In addition the Electrical Section arranges for these machines to be serviced 4 times a year.

- (ii) The boiler is the responsibility of **Academy Services (KIER)**. Boilers are serviced annually.

2.10. CONTRACTORS ON SITE

(Refer to LCoP 3a Competent Contractors and LCoP 9 Improving Security in Schools)

The Site Supervisor will be responsible for Contractors entering or working within the School s/he will be responsible for monitoring the work.

If contractors' activities create a risk to health and safety of staff, pupils visitors etc the head of establishment should issue any instructions necessary to reduce the risk. The Project Officer should then be notified. Assistance may be sought from the Health and Safety Unit OR NPS Building consultancy.

2.11. ASBESTOS

A copy of the asbestos survey is kept in the Site Supervisor's office. The School may arrange for an update via the NPS Building Consultancy, tel: 020 8523 6232.

Staff are made aware of the presence of asbestos material to ensure that it is not interfered with in any manner, and for monitoring purposes.

The asbestos survey report is to be made available to contractors who should only begin work when it is established that asbestos material is not present.

Guidelines for action to be taken on discovery of damaged or disturbed asbestos containing materials are to be found in LCoP Building works in education establishments.

As Downsell is a more recently built School, there is no asbestos material present.

2.12. RISK ASSESSMENT

(Refer to LCoP 15 Risk assessments)

- (i) Risk assessment is a legal requirement. It is the process of identifying hazards and assessing the risks of harm and loss threatened by the hazard. The assessment considers consequences and implements control measures to reduce the level of risk of harm.
- (ii) The Headteacher will ensure that a risk assessment of the premises, methods of work and all school– sponsored activities are conducted on a regular basis. The assessment will identify defects and deficiencies, together with the necessary remedial action or risk control measures.
- (iii) Generic risk assessments (i.e. one risk assessment applicable to more than one person or workplace or applicable to similar tasks) are produced by Health and Safety Unit. Such assessments can be adapted into the school working practises.
- (iv) Regular reminders on risk assessment and topics that may require risk assessing feature in issues of health and safety news.
- (v) Reporting Of Hazards.

Any person noticing a hazard (something with a potential to cause harm or loss) should immediately take steps to protect other persons from the hazard. It should then be reported to

The Site Supervisor for building defects

The Site Supervisor for equipment

(Or the appropriate person, if the hazard was due to poor planning of an activity.)

The union safety representative should be consulted on risk assessment.

- (vi) Control Of Substances Hazardous to Health (COSHH)

All substances/equipment used within the establishment must comply with LCoP 18 COSHH. Risk Assessments for new substances must be provided. It is the responsibility

of the School to inspect and test fume cupboards once every fourteen months. The School will hold a copy of the report.

2.13. EDUCATIONAL VISITS

The School's Educational Visits Co-ordinator (EVC) is

Deena Chetty

The school utilises the Advice and Procedures for Educational Visits produced by OUTSET. The school's own procedures are available from the EVC.

2.14. PE EQUIPMENT AND PLAY EQUIPMENT

PE equipment and play equipment shall be inspected annually by:

KMS (Kier Management Services)

Regular visual inspections will be undertaken by:

The Site Supervisor – Mr Michael Pastides

Any defective equipment must be taken out of use immediately and reported to:

The Site Supervisor– Mr Michael Pastides

2.15. CLEANING ARRANGEMENTS

(Refer to LCoP 14 slips/trips/falls, LCoP 7 Electricity at work, LCoP 32 work equipment, LCoP 17 Working alone and LCoP 18 Hazardous Substances)

The school is cleaned by:
Academy Services (Kier)

Safe working procedures for cleaning staff are devised by:
Academy Services (Kier)

These procedures are held:
Premises Managers office

Problems related to cleaning are dealt with by:
Premises Manager

2.16. SITE SECURITY

(Refer to LCoP 6 Dealing with violence and LCoP 9 Implementing Security in Schools)

All visitors must report to the main Office/reception where they will be asked to fill in the visitor's book. They will be provided with a lapel badge to wear as identification whilst on the premises.

Any member of staff who notices an unidentified person on the site should seek to identify that person and/or inform the Caretaker/Site Services Officer or a member of the senior management team immediately.

2.17. PROTECTIVE CLOTHING AND EQUIPMENT

(Refer to LCoP 13 Personal Protective Clothing / Equipment)

Where protective clothing and equipment is provided, both staff and pupils must use it at all relevant times. Damaged or insufficient protective clothing or equipment must be reported immediately to a senior member of staff.

2.18. EXTERNAL LETTINGS

External lettings are dealt with by:
Academy Services (Kier)

Where necessary, health and safety information will be passed on to the letting groups e.g. contact personnel, safety rules, emergency procedures, hazard-reporting etc.

2.19. WORK EXPERIENCE

The School Work Experience Co-ordinator is

Steve Rogers

To ensure that young people are placed in a safe and appropriate environment, work placements are vetted by

Steve Rogers

And their progress is monitored by

**CLASSTEACHERS/ EXTERNAL TUTOR with feedback to
Steve Rogers**

2.20. CONCLUSION

It is everybody's responsibility to make these arrangements work. Any member of staff noticing a failure to comply with the policy should immediately report the circumstances to their line manager. If no action is seen to be taken, guidance should be sought from the Health and Safety Unit.

If an improvement or prohibition notice is served by an enforcing officer the Headteacher should immediately advise the Executive Director, Children and Young People's Services and the health and Safety Unit, and comply with the requirements of the notice.

This policy will be monitored by the Council's Health and Safety Unit to assess its effectiveness and to determine whether satisfactory standards of safety performance are being achieved. Additional monitoring will be carried out with regards to accident/incident reporting, safety inspections and training undertaken. The Health and Safety Unit will undertake health and safety audits every 2-3 years to ensure compliance.

Suggestions by any member of staff to improve standards of health and safety are welcomed by the Headteacher and Governing Body.