



Nurture-Believe-Inspire-Achieve

**Danson
Primary
School**

Health and Safety Policy

NOVEMBER 2020

(REVIEWED AND REVISED MAY 2020 DUE TO COVID-19)

This policy is provided to all staff and should be read in conjunction with the following policies:

- Safeguarding and Child Protection
- Accessibility
- Educational Visits
- First Aid
- Medical
- Critical Incident
- Lockdown
- CCTV
- Adverse Weather
- Lettings

RESPONSIBILITIES-Governing Bodies:

The ultimate responsibility for ensuring that the school premises, access thereto and therefrom, and any plant or substance in the premises or provided for use there is safe and without risks to health, so far as is reasonably practicable, rests with the Governing Body.

The Governing Body will ensure that:

- all necessary procedures and systems of work are developed, implemented and reviewed so as to ensure the successful application of this policy, compliance with statutory requirements, the Authority's Health and Safety Policy and associated codes of practice, and that these are taken into account in determining the allocation of resources
- all annual monitoring is carried out in accordance with the Children and Young People's Directorate procedures and that the results are reported to them.

The Head Teacher: Miss L Casey

At operational level the Head Teacher, or in their absence their nominated deputy, is responsible and accountable to the governors, so far as is reasonably practicable, for implementing this school health and safety policy and for all matters relating to health, safety and welfare within the school. In particular this will include ensuring that:

Organisation - there is an appropriate organisation with the establishment for implementing this policy;

Health and Safety Policy - the health and safety policy is brought to the attention of all staff, a copy should be given to all staff and one displayed in the staff room;

Visitors - the health and safety of any visitors to schools, and volunteers involved in any school activity is assessed and adequate precautions applied;

New or pregnant mothers - that adequate assessment is carried out of any risks to new or pregnant mothers, with changes to work practices arranged or special precautions ensured;

Security - that security of premises and pupils are protected;

Planning - risks to health and safety are taken into account and assessed/re- assessed when any change to policy, buildings, methods or equipment are being considered or planned;

Manual Handling - manual handling operations are avoided, or where they cannot be avoided, the risks are reduced to the lowest reasonably practicable level;

Display Screen Equipment - that VDU workstations for “users” are assessed and the risks reduced to the lowest reasonably practicable level;

COSHH - exposure to hazardous substances is controlled to prevent ill health;

PPE - personal protective equipment is provided free of charge where identified in the risk assessment process;

Maintenance - that all electrical installations, portable electrical equipment, machinery, equipment and plant is maintained in a safe condition, and that inspections are arranged as appropriate and records kept. Any equipment used to control the risk from hazardous substances is adequately maintained in an efficient condition;

Personal monitoring – monitoring for hazardous substances is carried out where necessary;

Health surveillance – carried out where necessary for hazardous substances.

Questionnaires are completed for occupational asthma and checks are made for skin and dermatitis;

Stress – a work environment is created where work related stress is effectively prevented or managed, with awareness of stress and well-being promoted;

Educational visits - that educational visits are adequately planned, organised and the risks assessed in accordance with Council policy, and that performance monitoring of educational visits is carried out via EVOLVE. Two members of staff have attended training on this through the Borough. Darren Corley and Julie O’Hara.

Incident reporting - incidents and hazards are recorded, investigated and reported using established procedures, including to the Health and Safety Executive where appropriate under RIDDOR, and that all persons under their control are aware of the reporting procedure; and that appropriate remedial action is taken;

Hazard removal - in the event of any hazard or risk to health and safety of any person under their control, appropriate action is taken to remove the hazard. Where action is of a temporary nature, consultation will take place as appropriate to enable further positive steps to be taken;

Training, instruction & supervision - training needs are identified and met, and that employees are kept informed, instructed and supervised, and are fully aware of the hazards involved in their work;

Induction - new employees receive appropriate health and safety information, instructions and training, including details of the Health and Safety Policy, Codes of Practice, fire and other safety procedures;

Volunteers - all volunteers and similar agents receive adequate supervision, instruction and training to ensure safe conduct of any activities in which they are Engaged;

Fire precautions - fire precautions procedures are implemented (including fire drills);

Emergency procedures - emergency procedures are developed and implemented.

First Aid & Fire - staff, pupils and visitors are aware of first aid facilities, fire procedures, evacuation of the premises and other emergency procedures;

Responsibilities - individual employees, and supply staff are aware of their responsibilities for health and safety;

Consultation - promote through consultation and other means, the active involvement of staff (including agency) and pupils in the development, promotion, implementation and monitoring of measures provided for health and safety;

Information - Staff are informed about the saferschools website www.bexley.gov.uk/saferschools;

Notice Board Information - copies of the establishment's local "Health and Safety - Organisation and Arrangements - Notice Board Information" are completed, posted on notice boards in a prominent position and updated as appropriate. Health and Safety Law posters displayed in the building too;

Implementation - the provisions set out in the arrangements and Codes of Practice are implemented;

Communication - other health and safety information is communicated effectively to relevant staff;

Risk assessment - adequate assessment of all the risks from hazards in educational activities is carried out and significant findings are recorded, with appropriate preventive measures in place to ensure safe practice;

Repair & maintenance - arrangements are made to deal with premises and management issues e.g. repair and maintenance of buildings;

Contractors – selection of and proper management of contractors/sub-contractors in accordance with Council guidelines, ensuring risks are identified and managed jointly. The significant findings are recorded, with monitoring to ensure safe systems of work are followed. Good co-operation and co-ordination between all parties is ensured. Information relating to risks is exchanged as necessary, including relevant safety rules, and procedures and procedures for dealing with emergencies;

Asbestos - asbestos on site is properly managed and the 4Thought system kept up to date as necessary;

Legionella – is properly managed in accordance with the requirements of L8

Record keeping - all statutory registers and records are kept and updated as necessary;

Lettings - appropriate arrangements are made with regard to lettings;

Performance monitoring - health and safety performance is monitored, and arrangements reviewed, including regular inspection of the school, completion of the annual internal monitoring checklist, routine equipment maintenance checks, that safety devices are fitted and maintained, that safety rules are observed and followed and personal protective equipment worn, investigation of incidents, causes of ill health and complaints, and reviewing incidents statistics to identify causes of accidents;

Audit & review - if during any audit or performance monitoring, variations from this policy are observed, immediate and effective steps are taken to rectify the situation;

Safety Representatives - Safety Representatives can carry out their functions including inspections and incident investigations and, where appropriate, that consultations take place with them;

Advice - specialist advice is sought on health and safety matters when necessary;

Review - the policy, risk assessments, procedures and systems of work in place are reviewed at least annually, that changes are made as appropriate and staff, pupils and visitors are informed of any such changes as necessary.

Compliance - appropriate action is taken under the disciplinary procedures against anyone under their control found not complying with this statement or safe working practices;

Establishment Health and Safety Manager: Mrs O'Hara

To ensure effective implementation of this policy Mrs O'Hara has been delegated specific responsibilities by the Head Teacher to liaise with the Premises Manager and Office Manager to:

- disseminate health and safety information to all staff, pupils, volunteers, contractors and visitors etc. as appropriate;
- be the focal point for day to day references on health and safety and to give advice or indicate sources of advice;
- make adequate arrangements for first aid;
- investigate incidents and revise any risk assessment if appropriate;
- report incidents or hazards;
- develop emergency evacuation procedures and arrange drills as appropriate;
- ensure health and safety matters raised by staff are dealt with;
- maintain a central file of relevant codes of practice and other health and safety information; N.B. A list of key documents that the school should have available is on the website www.bexley.gov.uk/saferschools
- co-ordinate the implementation of safety procedures;
- provide Health and Safety induction training for new members of staff and at regular intervals for existing staff.
- ensure that regular monitoring of health and safety is undertaken and that working practices are checked;
- appraise the Head Teacher of compliance with procedures and systems of work on a regular basis;

Premises Manager: Mr Wilson

The premises manager will have particular responsibility to ensure that:

- they are familiar with and comply with the health and safety policy, relevant risk assessments and codes of practice;
- access equipment should be inspected at least every 6 months and a record kept, in addition they should be checked prior to use to ensure safety;
- access equipment must be used in accordance with HSE and Council guidelines;
- any monitoring required to control legionnaires disease is carried out and appropriate records kept;
- asbestos is managed on the site and that the condition of asbestos is checked regularly, records kept (4Thought is updated as necessary);
- contractors, service engineers etc. are made aware of the asbestos survey and any records relating to asbestos and that they have signed the "Contractor pre-Start Declaration" form;
- a Type 3 asbestos survey is carried out prior to any works to check no risk of damage or disturbance to asbestos?
- he receives a copy of the health and safety policy of the contractor;
- regular inspections of the boiler(s) by a competent person (eg: CORGI registered) takes place;
- they are trained in the operation of the boilers and are familiar with any action needed to be taken in an emergency;

- regular inspections of the boiler house are undertaken and that the sump pump (if present) is operating effectively;
- COSHH assessments are kept up to date, and data sheets are obtained for any new hazardous substances and an assessment made. Also, that any such information be made available to relevant personnel (eg: contractors, service engineers and own staff);
- COSHH assessments are held for any contractors (cleaning, grounds maintenance etc.) and steps made to ensure security of any hazardous substances stored on the school site;
- all cleaning staff are aware of any implications of the health and safety policy as it affects their work activities e.g.: storage arrangements for materials, equipment, substances etc.;
- traffic is managed safely;
- hazards notified to them are passed onto the Head Teacher and/or Administration Officer; defects to the premises are dealt with in consultation with the Head teacher, and that interim measures are taken to make an area safe where the defect cannot be dealt with immediately.
- any items received from suppliers e.g.: machinery, equipment, substances are accompanied by adequate information, safety data and instruction prior to use
- testing of fire bells, fire doors, emergency lighting, intruder alarms etc. is carried out at appropriate intervals (4 times per year by service contract) with records kept; all fire alarm call points are numbered and tested every 13 weeks, with a record kept identifying the number tested and date etc.
- all door closers are checked, with records kept, to ensure that they are working properly once per term and that arrangements are made to rectify any defects immediately;

Mid-day Supervisors: Mrs Hunter, Line Manager to Mrs Foskett

Mid-day supervisors are responsible for ensuring that:

- pupils are safe and without risks to health during the mid-day period inside and outside the school building by effective supervision;
- spillages are cleaned up immediately;
- arrangements for fire and first aid are followed;

Heads of Departments: Year Group Leaders/Subject Leaders

With their special knowledge of the area of work for which they are responsible, heads of departments have a key role to play in the running of those activities safely. Heads of departments are responsible, so far as is reasonably practicable, for implementing the safety policy within their Department.

In particular, heads of department will be responsible for ensuring that:

- codes of practice appropriate to the Department are brought to the attention of all staff in the department;
- codes of practice are complied with and appropriate safety signs and notices are displayed;
- in particular the CLEAPSS advice on animals, plants and microorganisms is complied with;
- relevant health and safety information is communicated to staff;
- all incidents occurring within the Department are reported, the causes investigated and an incident form completed;
- health and safety training needs within the Department are identified and met, or reported to the Head Teacher;
- staff are aware of first aid, fire and emergency procedures;

- new employees receive appropriate health and safety training, including Departmental Safety Procedures;
- assessments for all risks to health and safety are carried out and significant findings recorded, including COSHH, Manual handling, Working at Height, etc., with appropriate preventive measures being taken;
- Personal Protective Equipment is provided to staff as identified in Risk Assessments;
- risk assessments and COSHH assessments specifically relating to science and Design and Technology are carried out following CLEAPPS guidelines;
- arrangements are made for any health surveillance for staff within their control, in particular questionnaires for occupational asthma and skin checks for dermatitis.
- regular inspections of areas for which they are responsible are carried out;
- all equipment is safe for use and, where appropriate, seek specialist advice that this is so;
- all electrical equipment is included in the School's Portable Appliance Testing programme
- arrangements are made to ensure that any equipment used to control the risk from hazardous substances is adequately maintained in an efficient condition; hazardous waste is disposed of in line with the Council's guidelines;
- as far as possible, any health and safety issues brought to their attention in respect of work and/or areas of premises for which they responsible are resolved;
- effective supervision of pupils takes place, and that pupils are aware of general emergency procedures in respect of fire and first aid and any special safety measures in relation to the teaching areas.

Teachers (including supply teachers and students on training placements):

Teachers are responsible for the health and safety of pupils and students while in their care, as are students teachers and supply teachers. A teacher is responsible for ensuring that they:

- carry out risk assessments as necessary to ensure the safety of pupils in their care;
- follow school procedures relating to educational visits, and that they are clear about their duties on any educational visit, and that proper planning and organisation has taken place with risks assessed before and during the educational visit with appropriate control measures followed in line with Council Policy, and that performance monitoring is carried out;
- know the emergency procedures in respect of fire and first aid and the special health and safety measures to be adopted in his/her own teaching areas to ensure they are applied;
- exercise effective supervision of pupils and students and ensure that they know of the general emergency procedures in respect of fire and first aid and the special safety measures of the teaching area;
- give clear instruction and warnings as often as necessary (notices, posters, hand outs are not enough);
- students' coats, bags, cases etc. are safely stowed away;
- manage the storage of equipment and materials to ensure good housekeeping and prevention of slip/trip hazards;
- integrate all relevant aspects of health and safety into the teaching process and if necessary give special lessons on health and safety;
- follow safe working procedures personally;
- call for protective clothing, guards, special safe working procedures where necessary;
- make recommendations on health and safety matters to the head of subject or team leader;
- report any hazards seen on site.

New and expectant mothers:

New and expectant mothers must inform the Head Teacher as soon as possible when they are aware of the pregnancy so that they can be advised of any special precautions or changes to working practices. (Mrs Hunter to carry out risk assessment for pregnant staff with regards to work duties)

All employees:

In addition to any specific responsibilities which may be delegated to them, all employees have responsibilities:

- to take reasonable care of their own health, safety and welfare and that of other persons affected by their acts or omissions;
 - to co-operate with the Council, so far as is reasonably practicable, to enable it to meet its responsibilities for health, safety and welfare;
 - to be aware of, and follow, this policy, arrangements, codes of practice, risk assessments and guidelines;
 - to make sure they are aware of the hazards associated with their work and familiarise themselves with emergency procedures, first aid provision and accident/incident reporting;
 - to use work equipment provided correctly and carry out any activities in accordance with instructions and training;
 - to inform their line manager/head teacher of any defects with equipment used to control exposure to hazardous substances;
 - to take reasonable care of all safety equipment and clothing given to them, report any defects, and always wear personal protective equipment when undertaking those jobs for which it is required, and use all safety devices provided;
 - to use, and not wilfully misuse, neither neglect nor interfere with things provided for their own safety and the safety of others;
 - to ensure good housekeeping and prevention of trip hazards;
 - to ensure that occasional one off manual handling operations are assessed before attempting them;
 - to report all accidents, incidents, damage, hazard, issues of concern, and defects to the Head Teacher/person responsible;
 - to inform their line manager of any work situations which represent a serious and immediate danger to health, safety and welfare, and take immediate measures to protect persons from such risk;
 - to co-operate with any monitoring and health surveillance that is required of them and inform the head teacher of any symptoms they may be experiencing using hazardous substances;
 - to co-operate with the employer and other employees in promoting improved safety measures in the school;
 - to attend training provided; to co-operate with the Union appointed Safety Representatives, enforcement officers, and advisers on behalf of the LEA.

Pupils:

Pupils are expected to:

- Report to the Administration Manager/Deputy Head/Head teacher matters which may require their attention in accordance with agreed procedures;
- Wear personal protective equipment provided;
- Follow safe working practices and instructions;
- Observe the uniform policy;
- Familiarise themselves with emergency procedures;

- Take care to protect the health and safety of themselves and others affected by their acts or omissions;
- Not to misuse or interfere with things provided for their own safety and the safety of others;

Safety Representative:

The appointed safety representative is: (no safety representative at the present time)

Unions that are represented in school are: NASUWT, NEU, NAHT, GMB, but we do not have a Union Health and Safety Representative from any of the Unions within the current staff members (November 2020)

He/she will function in accordance with the Health and Safety Commission’s Code of Practice for Safety Representatives’.

The Safety Representatives Regulations allow representatives to formally inspect every 3 months (or more frequently if agreed) and to inspect after any notifiable accident, dangerous occurrence or notifiable disease, where there is a substantial change in working conditions or if new information becomes available.

The frequency of safety inspections will be agreed by consultation with the Head Teacher and the governing body.

External Appointed Safety Representatives may wish to visit the school and are not therefore a member of the school staff. Assistance should be offered where possible to allow them to fulfil their duties.

Health and Safety Advisors:

The Directorate health and safety advisors will provide information and health and safety advice. Tel: 020 8308 7638.

The web site <http://www.bexley.gov.uk/saferschools> has been set up to help manage health and safety within Bexley schools.

Occupational Health Service:

The advice of the Occupational Health Physician, Dr Lucy Goundry is available to managers and employees working in the LEA on Tel: 01322 559138.

Public Information

Copies of this policy will be available to the public from the School Office.

Date Reviewed : November 2020

Next Review: November 2021

Head Teacher: L Casey

Chair Of Governors: M Egelton

Signature:

Signature:

Date:

Date:

Additional review and revision of Policy has taken place in light of COVID-19 – May 2020

COVID-19 APPENDIX

Additional information from Public Health England, DFEE, LEA and Government guidance to be taken into consideration alongside this policy due to the COVID-19 Epidemic

During Lockdown - Health of staff and availability for work rota monitored through online google document – reporting on daily work status.

Google Meets with staff to keep everyone up to date on current guidance about schools and health and safety and to check in with staff to support well-being.

Key Worker Pupils – School Hall and Year 2 toilets

The school has been open to key worker families since school closure on 20.4.20 and has remained open over the Easter and Half Term Holidays.

- Extra cleaning has been put in place and cleaning staff have been brought in outside of usual working hours to accommodate these changes.
- All cleaning staff have their own equipment to use.
- All cleaning staff have been shown how to employ the deep cleaning now required as part of their job.
- Teaching staff and PSAs have been on a rota to cover these pupils, receive training and have had access to PPE for their own protection, hand gel and antibacterial wipes.
- All equipment for pupils has been allocated to individuals and only shared within family groups.
- Staff to only use Hall, allocated toilet and staff room.
- All lunches to be brought from home and any rubbish taken home.
- Social distancing in place at all times.

PHE and LEA Guidance in place for case of COVID-19 in school - see School Risk Assessment written by the Head Teacher/SLT.

RAG rating system developed and in place in school to contact trace for person with COVID-19 in the school – only staff and families will be contacted if been in contact with the person with COVID-19 symptoms but member of staff's or child's name will not be shared. RIDDOR reporting on by Office Manager.

Wider Opening of Schools

- All Government/PHE/LEA advice and guidance will be followed at all times.
- Risk Assessment completed from LEA and school added additional measures – see copy of this for more details.
- School Action Plan in place.
- The safety of staff and children will be the main priority at all times.
- Signage ordered and will be in place for opening – indicating social distancing for children and staff in school and for parents when bringing or collecting children.
- Parents and children will be expected to adhere to the behaviour expectations and children who cannot do this will be sent home and unable to attend further.
- Classrooms have been set up for 10 children in Year 6 and 1, 8 children in EYFS and 6 in Nursery.

- Bubble systems have been measured and planned for in all year groups to social distance within classes.
- Specialist cleaning products have been purchased – chlorine tablets and spray that is effective against COVID-19. (COSHH guidance will be followed and PPE worn when using).
- Adequate ventilation from open windows will be encouraged in classrooms and any work that can take place outside will be encouraged.
- Air conditioning units and electronic fans will be turned off and not used during the epidemic period wherever possible.
- BAME staff will be encouraged to wear PPE and consideration to the roles they are given in school will be considered to reduce the higher risk that may be present for them.
- All staff will have access to PPE daily and can choose what they use.
- Premises Manager to check site safe before Extended Opening.
- Office Manager and Premises Manager to make sure all essential Health and Safety checks are up to date and any pending are booked to be done.
- Lift has been serviced but will not be used during COVID-19 epidemic.
- Cleaning rotas in place for daily cleaning and deep cleaning weekly.
- All cleaning staff will have own areas to clean and have own clearing products and equipment that only they will use.
- Classrooms will have cleaning products stored safely, hand gel and hand wash.
- Paper towels, bins provided, will be used and all hand dryers turned off to prevent spread of virus.
- Separate staff rooms will be in place, designated playground or field space for each bubble, designated toilets for staff and children which are all in place to minimize contacts.
- Good respiratory hygiene will be encouraged, and green pedal bins provided for tissues and this waste and its disposal will then be handled in line with current guidance.
- If a COVID-19 case occurs in school the COVID-19 risk assessment is in place and will be followed alongside government and PHE guidance of testing and isolation.
- Staff and children will be on a rota to bring in phased reentry to school.
- Staggered start and finish to school for each group so social distancing still possible and to allow families and staff who use Public Transport will not be travelling during peak times.

Full Opening of Schools

Schools returned in September 2020 and all children had to attend. Year Group bubbles and areas were assigned. Each bubble has its own toilets, playground area and lunch will be eaten in classrooms. Staff will have designated staffroom and toilets to only be used by the staff in that Year Group bubble.

Staggered entry and exit times were established and one way routes for parents to use when dropping off and collecting children. Parking restrictions were imposed and plastic barriers in Danson Lane to allow social distancing were put in place by LEA.

Masks were to be worn by staff and parents during drop off and collection. Staff to wear masks indoors where social distancing proves difficult or when they have to leave their designated Year Group bubble area – but this should be limited.

An updated Risk Assessment was produced following all the relevant guidance from PHE, DFEE, LEA and Government.

This Appendix may be added to, adapted or changed to make sure it is in line with current guidance and advice from the Government, Public Health England or the LEA.