

Health & Safety Policy



Status:	Statutory
Approved by Head teacher	A. Wade
Governors approval date	March 2023
Responsible Governors	Full Governing Body
Approved by (Governor)	C Sheffmann
Review date:	March 2024

SCHOOL HEALTH AND SAFETY

Incorporating the Local Health and Safety Arrangements for:

Name of School: Broadfield Specialist School
School Number: 11/131
School Address: Coal Clough Lane
Burnley
BB11 5BT

Based on the requirements of the Health and Safety at Work etc Act 1974
and associated Health and Safety and other Legislation

As a Community and Voluntary Controlled School the LEA is technically the employer although the Governing Body and Head Teacher control and oversee the premises. The LEA, the Governing Body and the Head Teacher all have responsibilities for health and safety and must work in partnership to meet these.

As the person(s) with overall responsibility for health and safety compliance within the school, I/we will, as far as is reasonable 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 health working conditions; and
- 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;
- ensure safe handling and use of substances
- review and revise this policy and arrangements as necessary at regular intervals

Signed:	Signed:
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Head Teachers name: Angela Wade	Chair of Governors name: Charlotte Scheffmann
Date: Jan 2023	Proposed Review date: Jan 2024

Responsibilities

The overall and final responsibility for health and safety within the school is that of:	Headteacher
The day-to-day responsibility for ensuring this policy is put into practice is delegated to (Health & Safety Co-ordinator):	Health & Safety Co-ordinator
To ensure health and safety standards are maintained/improved, the following people have responsibility in their specific areas e.g. premises issues, fire safety and other emergencies, out-of-hours arrangements, educational visits	Headteacher Deputy Headteacher Finance Manager EVC
The Health & Safety Objectives* for improvement for the school as identified by accident/incident investigation, consultation, review of risk assessments, H&S management support and audit visits etc. or other sources e.g. DfCS, Teachernet, other schools. These will be tailored to meet the needs of the school by:	Headteacher Health & Safety Co-ordinator
All employees within the school have a responsibility to: 1. Co-operate with the head teacher 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; and 4. Report all health and safety concerns to an appropriate person (as detailed in this policy statement).	

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:	Headteacher Deputy Headteacher Health & Safety Committee Health & Safety Co-ordinator EVC Teaching staff – as appropriate (e.g. educational visits)
The significant findings of risk assessments will be reported to:	Headteacher
Action required to remove/control risks will be approved by:	Headteacher
The responsibility for ensuring the action required to reduce risks is implemented is that of:	Headteacher Premises Manager
Checking that implemented actions have removed/reduced the risks is the responsibility of:	Headteacher Premises Manager
Risk Assessments will be reviewed: annually or when an element of the work activity changes significantly, whichever is soonest.	Staff responsible



School's Commitment

To meet the requirements of this Policy Statement, the Head Teacher/Chair of Governors and/or his/her nominated representative(s) will:

- a) draw up and implement appropriate health & safety procedures for the school;
- b) share appropriate elements of these procedures with all employees, 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; and,
- e) identify adequate resources for the implementation of the health and safety policy and arrangements with the school.

The school will upon request make available for general inspection specific, procedures and documentation and will regularly review its arrangements in respect of the applicable topics and activities below. *(The list below is not comprehensive - some hazards may not apply to your premises and there may be additional hazards that are not listed here.)*

Occupational Health & Safety Topic/Activity Information and Guidance is available on the website, link below: Health, Safety & Wellbeing intranet site	Applicable (√)
Accident Reporting, Recording and Investigation	√
Bodily Fluids (urine; blood; faeces; vomit)	√
Catering	√
Cleaning/caretaking	√
Control of contractors	√
Disability access – H&S implications	√
Display Screen Equipment and eye tests	√
Electrical Safety	√
Emergency Procedures other than Fire e.g. flood, services failure	√
Extended school and community use	√
Falling Objects/Safe storage	√
Fire Safety	√
First Aid	√
Gas safety	√
Hot surfaces, scalds and burns	√
Induction	√
Information communication	√
Lettings to non school groups	√
Management and other Health and Safety responsibilities	√
Manual Handling	√
Minibuses	√
Mobile phones – use of	√



Monitoring	√
Needles and needle stick injuries	√
Personal safety including lone working and violence and aggression	√
Play Equipment installations inspections	√
Playgrounds and external areas	√
Ponds and Water features	N/A
Premises Management	√
Pupil moving and handling (Special needs)	√
Pregnant employees and nursing mothers	√
Reporting of H&S concerns/faults	√
Risk Assessment and hazard identification	√
Safety Committee	√
Safety Representatives	√
Security of premises	√
Shared use of buildings	N/A
Slips and trips	√
Stress	√
Substances – COSHH	√
Swimming pools	N/A
Temporary and supply staff	√
Training	√
Transporting and storing chemicals	√
Vehicle and pedestrian traffic	√
Visitor and volunteers safety	√
Waste storage and disposal	√
Water hygiene (Legionella, lead etc.)	√
Work equipment and machinery	N/A
Working at height – ladders, access equipment etc.	√
Workplace Inspection	√

Curriculum and other non-occupational Health & Safety Topic/Activity (Information and Guidance available in various parts of the Schools Portal)	
Administration of medication	√
Educational Visits	√
Food safety and hygiene	√
Outdoor activities	√
PE Equipment	√
Pupil handling and restraint	√
Grounds maintenance	√
Pupil movement and flow	√
School transport	√
Science (where not covered by curriculum safety procedures set down in CLEAPS)	√
Smoking	√
Special needs of pupils Health & Safety issues	√

Stage and drama activities	√
Supervision of pupils	√
Technology rooms and equipment	√
Wearing of jewellery	√
Work experience	√

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.

Also attention will be given to the health and safety responsibilities arising from the use of the school to provide Extended Services and the risks associated with Educational visits will be carefully assessed and appropriate health & safety arrangements put in place.

Note: Both these areas have separate intranet sites on the schools portal at [Extended Services](#) and [Educational visits](#).

Consultation with employees

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

Employee representative(s) for the school are:	Staff Union Representative
Consultation with employees is provided via:	Individual, Whole School Staff meetings, Induction, Staff Handbook

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 employer on the above investigations, and on general matters affecting the health and safety of the employees they represent.
- Inspect the workplace.
- Represent employees in dealings with health and safety inspectors.
- 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.

Health and Safety Committee	Is responsible for identifying all equipment/plant needing maintenance
Headteacher	Is responsible for ensuring effective maintenance procedures are drawn up
Headteacher or nominated person	Is responsible for ensuring that all identified maintenance is carried out
Any problems found with equipment should be reported to:	Headteacher Health and Safety Person School Business Manager
Headteacher or Nominated person	Will check that new equipment meets any required health and safety standards before it is purchased

Information, instruction and supervision

The Health and Safety Law poster is displayed at:	School Office, and various locations around school
Health and safety advice is available from:	H & S website / team, staff handbook, in this policy
Induction, supervision of trainees'/work placements etc, will be arranged/undertaken/monitored by:	Deputy Headteacher / Assistant Headteacher Staff with placement responsibilities
Health & Safety in shared premises (where applicable)	N / A

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. Specific on the job and job specific health and safety training will also be provided. Training provision will include regular refresher training. Write down your arrangement for training here including arrangements for record keeping.

Induction training will be provided for all employees by:	Induction Staff
Job specific training will be provided by:	LCC where possible – including on-line training / in house training / School Nurse / outside specialist contractors
Specific jobs requiring special training are:	Premises staff / First Aid / Minibus drivers / Medical support for specific students / DSE users / Team Teach / Moving and Handling People
Training records are kept at/by:	CPD coordinator
Training will be identified, arranged and monitored by:	SLT / CPD coordinator

Accidents, first aid and work-related ill health

The school acknowledges the legal requirement to:

- Ensure that there is a recognised system in place to deal with the reporting, recording and investigation of incidents and accidents.
- Ensure that there is a recognised system 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.
- Provide health surveillance for any employees who may be risk of ill-health as a direct result of work activities and has made appropriate arrangements to deal with this issue.

The first aid box(es) is/are available:	Designated first aid posts: All Changing Rooms, Food Tech room, Main Office, Medical room, Rock Steady, College, School Vehicles Library, appropriate classrooms and offices
The first aider(s) and appointed	Main office also in changing rooms and

person(s) is/are:	medical room
All accidents and cases of work-related ill health are to be reported to:	Headteacher / Deputy Headteacher
Health surveillance is required for employees doing the following jobs within the school:	Provide details - Any pregnant employee will require a specific Risk Assessment to be completed and their duties may need to be modified to take account of their changing capabilities: - Any staff member on a phased return to work or with an injury will have a specific Risk Assessment completed and be re-assigned if necessary - Any member of staff with a recognised disability / long term illness may have a specific Risk Assessment and have reasonable adjustments made if necessary - Any member of staff who is a DSE user and has a history of upper limb disorder or develops a upper limb disorder may have a specific Risk Assessment and have reasonable adjustments made and special equipment provided where appropriate.
Health surveillance will be arranged by:	Headteacher
Health surveillance/records will be kept by/at:	Headteacher



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.

To check our working conditions, and ensure our safe working practices are being followed, we will: Conduct workplace inspections. These are carried out by: Review all risk assessments annually or in the event of any significant changes. This function is carried out by:	H & S Committee including Governor representative, and student representative when applicable, to meet at least annually H & S Committee / Headteacher / Designated school staff
Headteacher / Staff Union Representative	Is/are responsible for investigating accidents - e.g. road traffic accidents, slips, trips and/or falls accidents etc. before requesting assistance from the corporate Health, Safety and Wellbeing Team if necessary
Headteacher	Is responsible for investigating work-related causes of sickness absences.
Headteacher / H&S Committee	Is responsible for acting on investigation findings to prevent recurrences.

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:	Headteacher
Escape routes are checked by/every:	All staff constantly
Fire extinguishers are maintained and checked by/every:	Annually by specialist company
Alarms are tested by/every:	Weekly by Premises staff
The emergency evacuation procedure is tested every:	Termly
Responsibility for ensuring arrangements are in place to deal with other emergency situations e.g. bomb threat, flood etc.	Headteacher – see School Emergency Plan



Head Teacher's and Premises Staff Responsibilities and Duties as Premises Manager of the School

Introduction

All LCC occupied buildings must designate a person to be responsible for ensuring that all necessary premises management duties are carried out and records are kept for that building e.g. water hygiene management regimes; asbestos survey reports, associated plans, etc. In the case of schools within the County Council, the Director for Children and Young Persons has determined that the Premises Manager is the Head Teacher. The Head Teacher, as Premises Manager, may delegate duties to others but will still retain overall responsibility.

Responsibilities and Duties

It is the responsibility of the premises manager to ensure that arrangements are in place to manage all aspects of the school premises in compliance with relative Health and Safety Laws and Record document and the Fire Safety Log Book including necessary inspection and maintenance regimes in relation to:

- Asbestos
- Management of Contractors including Client duties required by the Construction, Design and Management Regulations
- Electrical Safety
- Fire Safety
- Gas Installations
- Lifting Equipment
- Pressure Systems
- Security
- Water including the control of Legionella bacteria and lead in water
- Transport Safety
- Oil/Fuel Storage
- Local Exhaust Ventilation (LEV)
- Waste Management
- Workplace Inspections
- Winter Services Provisions (Gritting)
- Automatic Doors
- CDT Equipment
- Other premises issues as appropriate to the building

The Premises PFI company has arrangements in place for the inspection and maintenance in relation to many of the premises matters above.

Other responsibilities include:

- Ensuring that records are kept in relation to the above premises matters in the Premises Management Guidance and Record and the Fire Safety Log Book in compliance with H & S Laws and guidance and are made available to interested parties for their use including those using the premises out of school hours;
- Ensuring that appropriate documents in the Premises Management Guidance and Record are brought to the attention of any contractors etc working on site e.g. the Asbestos Survey Report;
- Ensuring that all staff are made aware of the arrangements for managing the above premises matters and the related records as held in the Premises Management Guidance and Record to the extent to which they may affect their work or responsibilities;
- Ensuring that communication and co-operation is established between all occupants if the school is shared with other users, regardless of who owns the building.

Competency of Premises Manager

In order to carry out their responsibilities and duties as Premises Manager, Head Teachers or Senior Designated Officer are required to undertake Health & Safety Competency training in the following areas: -

- Mandatory H&S Competency 9 – Management of Contractors
- Mandatory H&S Competency 10 – Premises Issues
- Mandatory H&S Competency 10a – Fire Risk Assessment
- Mandatory H&S Competency 10b – Emergency Preparedness & Response
- Mandatory H&S Competency 10c – Control of Legionella and Water Hygiene
- Mandatory H&S Competency 10d – Management of Asbestos
- Mandatory H&S Competency 10e – Electricity at work
- Mandatory H&S Competency 10f – Lifting Equipment (where applicable)

Training is available in all the competencies via the [Health, Safety and Wellbeing Learning and Development Pages](#)

Competencies 10a – 10f may be undertaken by another person nominated to carry out the relevant duties by the Premises Manager but the responsibility to ensure those duties are undertaken stays with the Premises Manager.

Audit of Premises Management

The Premises Management Guidance and Record for the school will be subject to Internal Audit by the Health, Safety & Wellbeing (Systems & Audit) Team.

Reviewed AW/DH 01/2023