



Health & Safety Policy

Person Responsible:	Mr F Hayton	Frequency of Review:	1 Year
Authorisation By:	Governors	Notice Date:	19/02/2020
Authorisation Date:	19/03/2019	Review Due By:	19/03/2020

This Policy has been signed and accepted by:	
Headteacher: A Taylor	
Chair of Governors: S Bond	

1 Our statement of intent is:

- Implement the requirements of NYCC's Corporate Health and Safety Policy;
- Implement the requirements of Children and Young People’s Service (CYPS) Health and Safety Policy;
- to make adequate arrangements for the health, safety and welfare of staff and pupils;
- to provide adequate control of health and safety risks arising from our work activities;
- to consult with our employees on matters affecting their health and safety;
- co-operate with the LEA in matters related to health and safety;
- to provide and maintain safe plant and equipment;
- to ensure safe handling and use of substances;
- to provide information, instruction, and supervision for employees;
- to ensure all employees are competent to do their tasks, and to give them adequate training;
- to prevent accidents and cases of work-related ill health;
- to maintain safe and healthy working conditions; and
- to review and revise this policy as necessary at regular intervals.

2 Responsibilities

2.1.1 Overall responsibility for health and safety within the school is that of:

Headteacher A Taylor
Chair of Governors S Bond

2.1.2 Day to day responsibility for ensuring this policy is put into practice is delegated to:

If the Headteacher is not on site, this responsibility is delegated to the following people:

1. Head of School
2. Assistant Head Teacher
3. Health & Safety Co-ordinator

2.1.3 To ensure health and safety standards are maintained/improved, the following people have responsibility in the following areas:

A Marston CDT Workshop

R Hindle Food Technology Rooms

H Barton Laboratories

B Richardson Physical Education
 Sports Hall, Swimming Pool,
 Art, Music, Drama

2.1.4 Specific responsibilities for head teachers, managers, heads of departments and staff can be found in Section 1 of the Children and Young People Service Health and Safety Policy and Guidance Handbook 2012 which can be found in:

Room 9 Mr Hayton

2.2 All employees have to:

- co-operate with supervisors and managers on health and safety matters;
- not interfere with anything provided to safeguard their health and safety;
- take reasonable care of their own health and safety and of others; and
- report all health and safety concerns to an appropriate person (as detailed in this policy statement).

3 Arrangements

3.1 Health and safety risks arising from work activities

3.1.1 Risk assessments will be undertaken by:

F Hayton and others with named responsibilities

NOTE

You must assess risks to the health and safety of anyone who may be affected by your work activities, so that you can weigh up whether you have done enough or need to do more to comply with the law.

3.1.2 The findings of the risk assessments will be reported to:

Headteacher

Governors

You will find some examples of key areas that you should consider, at the end of this guidance.

3.1.3 Action required to remove/control risks will be approved by:

Headteacher, Governors

You will need to involve a number of different people including your safety representatives and employees, to do the risk assessments.

3.1.4 The person responsible for ensuring the action required is implemented is

Headteacher

You will need to record the significant findings of your risk assessments in a separate document. Your policy statement only records your arrangements for ensuring the assessments are done, and are kept up to date.

3.1.5 Checks that the implemented actions have removed/reduced the risks will be carried out by:

F Hayton

Once you have done your risk assessments, you must take the necessary action to remove or reduce the risk as far as is reasonably practicable.

3.1.6 Assessments will be reviewed every:

12 months

or when the work activity changes, whichever is soonest.

You can find more guidance in HSE's free leaflets for example:

- Five steps to risk assessment INDG163
- A guide to risk assessment requirements: Common provisions in health and safety law INDG218

HSE Books Tel: 01787 881165.

www.hsebooks.co.uk

www.hse.gov.uk

Your **NYCC Safety Risk Adviser** will provide help and guidance on risk assessment.

3.2 Consultation with employees

Employee Representative(s) are:

A Marston

Consultation with employees is provided by:

Staff Meetings

Staff Briefings (Mon a.m.)

Governors

Health and Safety Report

NOTE

You must consult your employees.

If you recognise a trade union and that trade union has appointed a safety representative, you must consult them on matters affecting the employees they represent.

If you do not have trade unions, you must consult employees, either directly or through an elected representative.

You may to use your works committee or another meeting as a forum for consultation.

If you have a health and safety committee, you could list what it does, who is on it and how often it meets

3.3 Safe plant and equipment

3.3.1 Identifying equipment/plant, which will need maintenance is the responsibility of:

Caretaker, MASS Scheme, County Catering

3.3.2 Ensuring effective maintenance procedures are drawn up is the responsibility of:

Caretaker, MASS Scheme, County Catering

3.3.3 The person responsible for ensuring that all identified maintenance is implemented is:

Caretaker, MASS Scheme, County Catering

3.3.4 Problems with plant/equipment should be reported to:

Caretaker, MASS Scheme, County Catering

3.3.5 Checking plant and equipment health and safety standards before purchase is the responsibility of:

Caretaker, MASS Scheme, County Catering

NOTE

You will need to ensure that all plant and equipment (e.g. ladders, electrical equipment, machinery guarding) that requires maintenance (e.g. checks, servicing, thorough examinations) is identified and that the maintenance is done.

It may be worthwhile using a logbook to record the maintenance checks.

When buying new or second hand plant and equipment, you must check it meets health and safety standards before buying it.

You can find more guidance in HSE's website www.hse.gov.uk or HSE publication:

- Buying new machinery INDG271 (free)

3.4 Safe handling and use of substances

3.4.1 Identifying substances which need a COSHH assessment is the responsibility of:

F Hayton, Grounds Maintenance, County Catering, UWS Premises Team

3.4.2 The person(s) responsible for undertaking COSHH assessments is/are:

F Hayton and those with named responsibilities, Grounds Maintenance, County Catering, UWS Premises Team

3.4.3 Ensuring that all actions identified in the assessments are implemented is the responsibility of:

Head Teacher, F Hayton and those with named responsibilities, Grounds Maintenance, County Catering, UWS Premises Team

3.4.4 The person responsible for ensuring that relevant employees are informed about COSHH assessments is:

F Hayton, Grounds Maintenance, County Catering, UWS Premises Team

3.4.5 Checking that substances can be used safely before they are purchased is the responsibility of:

F Hayton and those with named responsibilities, Grounds Maintenance, County Catering, UWS Premises Team

3.4.6 Assessments will be reviewed every

12 months

or when the work activity changes, whichever is soonest.

NOTE

You must assess the risks from all substances hazardous to health. These are known as Control of Substances Hazardous to Health (COSHH) assessments.

You should do assessments on all substances you use (e.g. adhesives, paints, cleaning agents, solvents) and substances generated from work activities (e.g. dust, fume, vapour)

Your assessment should identify any health risks. If there is a risk, you should take steps to remove or control the risk.

You can find more guidance at www.hse.gov.uk or HSE publications:

- HSE's COSHH: A brief guide to the regulations INDG 136 (free);
- COSHH essentials: Easy steps to control chemicals HSG193 (priced)
- General COSHH Approved Code of Practice, Carcinogens ACOP and Biological Agents ACOP L5 (priced)

3.5 Information, instruction and supervision

3.5.1 The Health and Safety Law poster is displayed at:

Staff Room

3.5.2 Health and safety advice is available from your NYCC Safety Risk Adviser:

Dale Barton

3.5.3 Supervision of young workers and trainees will be arranged/undertaken/monitored by:

J Mitton (Teacher Training)

Students are not currently carrying out work experience.

3.5.4 Ensuring that our employees working at locations under the control of other employers, are given relevant health and safety information is the responsibility of:

The Head Teacher

NOTE

The Health and Safety Information for Employees Regulations 1989 require employers to display a poster (or to provide leaflets) telling employees what they need to know about health and safety.

You are required to have access to competent advice, either in house or, if not available, external.

If you have young workers and/or take on trainees or students on work experience, you will need to ensure that they are properly instructed and supervised.

You must also do specific risk assessments for young people – you need to take account of their inexperience, lack of awareness of risks and immaturity.

If your employees go to work for another employer on your behalf e.g. on secondment you will need to check that they are given relevant health and safety information for that location by that employer/company.

3.6 Competency for task and training

3.6.1 Induction training will be provided for all employees by:

F Hayton, R Hayton, H Barton, L Wade

3.6.2 Job specific training will be provided by:

CAMAS

Specific jobs requiring special training are:

First Aider
Display Screen Equipment
Asbestos and Legionella monitoring
Education Visits Co-ordinator
Working at Heights, Manual Handling & Lone Working

3.6.3 Training records are kept at/by:

Assistant Headteacher, H Mukherjee

Business Manager, L Wade

(Records are maintained on SIMS against individual records.)

3.6.4 Training will be identified, arranged and monitored by:

Head of School

NOTE

All employees must be given health and safety induction training when they start work. This can be combined with other useful information (e.g. pay, leave and hours of work). It needs to cover basic health and safety such as first aid and fire safety.

Employees will need job-specific training, which includes the health and safety aspects of the job.

You also have to provide health and safety training for people when risks change, or periodically, e.g. if skills do not get used regularly.

Some jobs will require additional special training (e.g. manual handling, driving etc.)

You may wish to refer to your school development plan. It is important to keep records of training (even training you have provided in-house) to show that employees have received training.

You should monitor the training records, so that refresher training is given when necessary

NYCC Education Service has a commitment to provide health and safety training to Headteachers, Governors and Lead Officers etc. For further details of the courses available please contact:

- CPD Section- CAMAS Tel: 01609 532864
- County Training Tel: 01609 532841

3.7 Accidents, incidents, first aid and work-related ill health

3.7.1 Health surveillance is required for employees doing the following jobs:

Caretaker, Display screen equipment users

3.7.2 Health surveillance will be arranged by:

Occupational Health

3.7.3 Health surveillance records will be kept by/at:

Copy at School and County Hall

3.7.4 The first aid box(es) are kept at:

Medical Room, Science Labs, Sports Hall, Reception

3.7.5 The first aiders are

J Selby – Appointed Person

S Brewer

L Plummer

S Heaviside

3.7.6 All accidents and cases of work-related ill health are to be recorded in the accident book. The book is kept

Main School Office

3.7.7 The person responsible for reporting accidents, diseases and dangerous occurrences to the NYCC CYPS Health and Safety section is:

J Selby

NOTE

Employees must receive health surveillance for certain work (e.g. work with lead, chrome, asbestos, noise, isocyanates and some chemicals). This will identify any health problems early on so that action can be taken before an employee's condition worsens.

- Refer to NYCC Occupational Health
Tel: 01609 785780

Your COSHH assessments should identify all areas and the type of health surveillance needed.

Your records should contain details of the employees, the health surveillance procedures, dates and conclusions. The health care professional doing the surveillance will hold the actual medical records, as these are confidential.

Providing immediate first aid can prevent minor injuries becoming major ones.

As a minimum you must have a first aid box and an appointed person to take charge of first aid requirements. You can find more information in HSE website on www.hse.gov.uk or

HSE's free leaflets:

- First aid at work – your questions answered INDG214
- Basic advice on first aid at work INDG215

Recording accidents (even minor ones) means you can see whether you have a problem in a particular area

You must report accidents to:

NYCC Safety Risk Adviser Tel: 01609 532589. Follow the procedures outlined in your NYCC CYPS Health and Safety Policy and Guidance Manual.

3.8 Monitoring

3.8.1 To check our working conditions, and ensure our safe working practices are being followed, we will:

Governors – Annual Inspection

F Hayton – H & S Report to Governors

F Hayton – Termly Visual inspection

Annual Report by Safety Risk Adviser

F Hayton – investigate accidents and incidents.

3.8.2 The person responsible for investigating accidents is:

F Hayton

3.8.3 The person responsible for investigating work-related causes of sickness absences is:

R Hayton

3.8.4 The person responsible for acting on investigation findings to prevent a recurrence is:

Headteacher, Governors.

NOTE

You must be able to show that you are checking working conditions and systems of work, i.e. that you are monitoring health and safety.

You can do these both actively and reactively, i.e. before and after something goes wrong.

Actively - you or other appointed person can carry out inspections, have reports submitted to you by managers, do spot check visits, safety representative inspections, etc.

Trade union safety reps have the right to carry out inspections and investigate accidents.

Reactively - you can investigate any accidents or sickness absences that occur.

Investigating accidents is a useful way of reviewing your safety systems – ask yourself why the accident really happened and what you can do to stop it happening again.

Similarly, if you have a number of employees absent because of similar ailments, this might mean there is a problem with their jobs causing ill health.

When you find out what went wrong – put it right.

3.9 Asbestos risk management

3.9.1 The Responsible Officer for asbestos management is:

Headteacher

3.9.2 The Asbestos Risk Management file is kept in:

Main School Office

3.9.3 Site plans showing the location of asbestos containing materials (ACM's) are kept in:

Yellow Asbestos Risk Management File

3.9.4 Ensuring that contractors are made aware of the location of ACM's and that they sign the relevant permit to work is the responsibility of:

L Wade, Reception, Caretaker

3.9.5 Asbestos risk assessments will be undertaken by:

Headteacher

3.9.6 Visual inspections of the condition of ACM's will be undertaken by:

Headteacher

3.9.7 Records of the above inspections will be kept in:

Asbestos Risk Management file

NOTE

Responsible Officer - All schools must have a Responsible Officer to oversee the management of asbestos risk. This will usually be the Headteacher.

Policy and Procedure - The yellow 'Asbestos Risk Management' file outlines NYCC policies and procedures for managing of risk arising from asbestos containing materials (ACM's)

Surveys - A type two survey of the premises should be available, with the location of ACM's identified on a site plan.

A type three survey must be undertaken before any invasive construction/demolition work commences, unless it is absolutely certain that no ACM's are present in the work area.

Contractors - The location of ACM's indicated on the plan must be brought to the attention of all contractors coming on site. The permit to work confirming this fact must be completed by the contractor before work commences.

Risk Assessment and Inspection - A risk assessment must be undertaken for all known ACM's. The level of risk will depend on the type of material, its location and its condition. Using the algorithm attached to the survey a visual inspection programme of ACM's must be set up. The risk assessment will help you to establish the necessary frequency of visual inspections.

Emergency Action - The 'Asbestos Emergency Action Plan' should be readily available and brought to the attention of all staff.

If in doubt always seek immediate advice from your BDM area maintenance office:

Scarborough: 01723 508410

Harrogate: 01423 568444

Northallerton: 01609 785718

BDM Asbestos Manager Tel: 01609 785748

HSE website: www.hse.gov.uk

3.10 Legionellosis minimisation

3.10.1 The nominated Site Manager under the NYCC Legionnaires Disease Risk Management Policy is:

Headteacher

3.10.2 Risk assessments detailing on-site tasks for the minimisation of Legionellosis risk are kept in:

In School Office, Hertel.

3.10.3 The person responsible for carrying out the on-site tasks set out in the above assessments is:

Caretaker

3.10.4 Record showing that the above on-site tasks have been undertaken are kept in:

School Office

NOTE

Site Manager - The Directorate will nominate Site Manager. This will normally be the Headteacher.

Risk Assessment - will be undertaken by Hertel (UK) Ltd. Documentation will then be provided to schools detailing any requirements for on-site monitoring/control tasks (typically temperature recording and flushing).

Site Operator - The site manager may nominate a member of staff (the site operator), to carry out the on-site tasks set out in the risk assessment.

Records - Records of the on-site tasks must be maintained for monitoring purposes.

Changes - to water systems which may effect the level of risk, must be notified to the -

BDM Legionella Monitoring Officer

Tel: 01609 785710

Advice – Further advice is available from the above and in the NYCC Environmental Services publication ‘Water Services Hygiene’.

HSE website: www.hse.gov.uk

3.11 Working at height

3.11.1 All work at height in the school must be authorised by:

Headteacher

3.11.2 Risk assessments for working at height are to be completed by:

F Hayton and those with named responsibilities.

3.11.3 Equipment used for work at height is to be checked by and records kept in:

MASS, Caretaker UWS Premises

3.11.4 Training records for persons carrying out work at height are kept:

L Wade, Business Manager

(Records are maintained on SIMS against individual records.)

NOTE

Authorisation - A designated duty holder should be responsible for authorising work at height in the school.

Risk Assessments - must be in place for all tasks involving work at height where there is a significant risk of injury. These assessments may be generic for repetitive tasks

Equipment - A competent person must periodically check all equipment used for work at height. Documentary evidence of checks should be maintained.

Training - should be undertaken by all persons carrying out work at height. As a minimum, relevant staff should be briefed using the HSE 'A Toolbox Talk on Ladder and Stepladder Safety'.

You can find more guidance on HSE website www.hse.gov.uk or in the following HSE publications:

- Safe Use Of Ladders And Stepladders (an employers guide) INDG402 ISBN 07176 6105 9
- A Toolbox Talk on Ladder & Stepladder Safety INDG403 ISBN 07176 6106 7
- Tower Scaffolds CIS10(rev4)

Further advice on work at height can be obtained from your NYCC Safety Risk Adviser

3.12 Educational Visits

3.12.1 Off-site educational visits must be authorised by:

Headteacher, LA.

3.12.2 The Educational Visits Co-ordinator(s) is/are:

H Mukherjee

3.12.3 Risk assessments for off-site visits are to be completed by:

Named Group Leader

3.12.4 The Guidelines for Educational off-site Visits for Schools are kept in:

H Mukherjee's Office

3.12.5 Details of off-site activities are to be logged onto the NYCC database by:

Named Group Leader

NOTE

Authorisation - A system must be in place to ensure no parties leave the school without the appropriate authority.

EVC - All schools must appoint an Educational Visits Co-ordinator to support visit organisers and ensure that the NYCC Guidelines are followed.

Risk Assessment - must be in place for all off-site visits These assessments may be generic for certain activities such as coach transport but must be site specific with regard to the hazards present at a given venue.

NYCC Guidelines – A copy of the off-site visits code of practice and guidelines must be available at all times in the school.

Database – All off-site visits must be logged onto the NYCC notification database, either as part of a rolling programme, or as an individual visit.

- Further advice can be obtained from the Educational Visits Consultant based at Beverley Park

Tel: 01423 711287

www.visits.n-yorks.net

3.13 Emergency procedures – Fire and Evacuation

3.13.1 The person responsible for ensuring that the fire risk assessment is undertaken and implemented is:

Headteacher

NOTE

You must carry out fire risk assessments, in the same way as you do general health and safety risk assessments.

3.13.2 Escape routes are checked by/every:

For escape routes, extinguishers and alarms, you should state who checks, how often and where they are based.

Caretaker Daily

3.13.3 Fire extinguishers are maintained and checked by/every:

You need a routine in case of fire or emergency evacuation. You should test your alarms and emergency evacuation procedures regularly.

Walkers annual
F Hayton visual, termly

3.13.4 Alarms are tested by/every:

An emergency evacuation drill should be carried out each term and records maintained indicating that this has been done

Caretaker weekly
Monks Security 6 monthly

3.13.5 Emergency evacuation will be tested every:

Term

3.13.6 The Security Co-ordinator is:

Headteacher

4 Appendices

List here any other policies relevant to health and safety and state where they are located. E.g. Medicines Policy, Educational Visits Policy etc.

Staff can access all Policies and guidance notes on Staff Share.

5 Some key areas of risk

- Asbestos
- Chemicals
- Confined Spaces
- Construction work
- Contractors on site
- Display Screen Equipment (VDUs)
- Educational visits
- Electricity
- Excavations
- Falling objects/collapsing structures
- Fire and Explosion
- Legionella
- Machinery (including guarding)
- Manual Handling
- Noise
- Pressure Systems
- Radiation
- Slips, trips and falls
- Stress
- Substances hazardous to health
- High & low temperatures
- Transport
- Vehicles on site
- Vibration
- Violence to staff
- Work equipment
- Work-related upper limb disorders
- Working alone
- Work at heights
- Working environment

These are just some examples of key areas; this is not an exhaustive list. Look around your school to identify other risk areas. If any risks apply to your work activities, you will need to do risk assessments to check that you have removed or reduced the risk.

Staff can access all Policies on the UWS Staff Portal.

6 Further guidance & information

There are many free health and safety leaflets and guidance booklets and priced publications available from:

HSE Books Tel: 01787 881165

HSE Book Website: www.hsebooks.co.uk

Health and Safety Information Services

Infoline Tel: 08701 545500

HSE Website: www.hse.gov.uk

Further advice on completing this health and safety policy document is available from your Safety Risk Adviser or contact:

Andy Dolan – Service Manager

SCHOOL HANDS SERVICE

North Yorkshire County Council

Safety Risk Management Unit

Room 161a, County Hall

Northallerton, DL7 8AE

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