



Grasmere Academy

Learn • Flourish • Achieve

Health and Safety Policy

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CONTENTS

Part One – Statement of Intent	Page 2
---------------------------------------	---------------

Part Two – Organisation	Page 3
--------------------------------	---------------

Responsibilities of :-

Governing Body
Headteacher
Academy Health and Safety Co-ordinator
Class Teachers
Academy Health and Safety Representatives
Employees
Pupils

Part Three – Procedures and Arrangements	Page 8
---	---------------

Risk Assessment
Accident/Incident Reporting
Maternity Risk Assessment
First Aid Risk Assessment
Manual Handling
Workstation and Computers
COSHH (Control of Substances Hazardous to Health)
Fire
Use of Minibuses
Educational Visits
Workplace Health, Safety and Welfare
Premises Management
Contractors
Health and Safety Training
Inspection and Test of Plant and Equipment
Portable Appliance Testing
Ladders, Stepladders and Access Equipment
Consultant and Communication
Visitors
Traffic Management
Medication in Academies

HEALTH AND SAFETY POLICY

PART ONE

Statement of Intent

Grasmere Academy

The Governing Body believes that ensuring the health and safety of staff, pupils and visitors is essential to the success of the Academy. We recognise and accept our responsibility under the Health and Safety at Work etc. Act, the Workplace (Health, Safety and Welfare) Regulations, and other relevant regulations and codes of practice.

We are committed to:-

- Providing a safe and healthy working and learning environment for staff, pupils and visitors.
- Preventing accidents, work related ill health, injury or loss
- Identifying and reducing hazards to a minimum
- Achieving compliance with statutory requirements as a minimum as well as best practice
- Ensuring safe working methods of work and good practice and providing safe equipment
- Providing effective information, instruction and training for both governors and staff
- Monitoring and reviewing systems and performance to ensure they are effective
- Developing and maintaining a positive health and safety culture through communication and consultation with staff and ensuring that health and safety issues are covered at meetings
- Ensuring adequate resources are given to safety issues

Name _____ Signature _____ Date _____
(Chair of Governors)

Name _____ Signature _____ Date _____
(Headteacher)

HEALTH AND SAFETY POLICY

PART TWO

Organisation

Introduction

In order to comply with the Governing Body's Statement of Intent, the Academies management structure have additional responsibilities assigned.

The Governing Body

The Governing Body has the following responsibilities:-

- Ensuring that Headteachers have made adequate arrangements to discharge their responsibilities for health and safety within the Academy and ensuring that responsibilities for health, safety and welfare are allocated to specific people and those persons informed
- Taking an active role in the development of the health and safety policy for the Academy that reflects local procedures and policies reviewing annually
- In conjunction with the Headteacher, provide a monitoring role for the Academy for health and safety performance. Inspection reports should contain the following:-
 - o Action allocated to individuals who are responsible for the function
 - o Time limits set for action
 - o Remedial action to deal with problems identified
 - o Identification of any long-term action required in order to address underlying causes of problems
- Ensuring health and safety issues are covered at meetings of governing bodies, either through a special meeting or a standard agenda item. This should include discussion of any safety reports or information issued
- Providing information to the NTAF on health and safety matters when requested
- Ensuring adequate resources are given to safety issues
- Reviewing performance periodically
- To ensure training is given priority for both governors and staff

Headteachers

The Headteacher has the following responsibilities:-

- To ensure the NTAF Health and Safety Policies are adhered to within Academy and also take account of the LA Policy where these are used under a Service Level Agreement.
- To ensure that all full and part-time employees under their control carry out their work so as to avoid, so far as reasonably practicable, risk to the health or safety of pupils, students, employees, or any member of the general public
- To ensure health and safety is an integral part of the management of the Academy, including setting objectives as part of a planned approach to full legislative compliance
- To produce and update a clear written local policy document for health and safety, detailing arrangements with respect of implementation of local policies and procedures
- To ensure the policy is communicated adequately to all staff and ensure that staff are aware of and follow procedures relating to health and safety
- Nominating staff to be responsible for specific aspects of health and safety and ensuring all staff are aware of such delegations
- Ensuring only appropriately qualified and experienced members of staff supervise potentially hazardous activities
- Ensuring there are adequate arrangements for the supervision of pupils at all appropriate times
- Ensuring adequate arrangements for the reporting of accidents and potential hazards and that such reports are forwarded to the NTAF and LA
- Ensuring fire safety advice forwarded by the LA through the SLA is adhered to, and that all reasonable precautions are taken by staff to minimise the risk of fire
- In liaison with the LA through the SLA, carry out procedures to ensure that only competent contractors are brought onto Academy sites to carry out works
- In liaison with the Directorate , through the SLA make adequate arrangements for the site induction of any contractor brought onto the site so that the activities do not interfere or cause a risk to the safety of staff and children on site
- Immediately inform the Directorate H&S or any unsafe practice or condition arising from the work of a contractor on the site, which may endanger the health or safety of staff, pupils or members of the general public.
- Ensure that all staff are fully aware of any asbestos material in the Academy and make arrangements to ensure that no person brought onto site is exposed to risks

from asbestos. Any asbestos that is disturbed should be reported to the Health and Safety Co-ordinator and staff and pupils removed from its vicinity.

- Ensure that all defects and unsafe conditions are reported to the Asset Management through the SLA.
- Ensuring appropriate consultation arrangements are in place for staff and their Trade Union representative
- Ensuring that risk assessments have been completed and are annually reviewed for all activities
- Ensuring safe systems of work are in place as identified by risk assessments
- Ensuring emergency procedures are in place and that all staff and pupils are aware of such arrangements
- Ensuring all purchases have been assessed for suitability and compliance
- Ensuring all equipment is inspected, tested and maintained to ensure it remains in a safe condition
- Ensuring records are kept of all relevant health and safety activities e.g. assessments, inspections, accident etc.
- Ensure that the health and safety standards and compliance with procedures are adequately monitored
- Reporting to the Governing Body annually on the health and safety performance of the Academy

Academy Health and Safety Co-ordinator

The Academies Health and Safety Co-ordinator has the following responsibilities:-

- To co-ordinate and manage the annual risk assessment process for the Academy
- To co-ordinate the annual workplace monitoring inspections and performance monitoring process
- To make provision for the inspection and maintenance of work equipment throughout the Academy
- To manage the keeping of records of all health and safety activities including management of the fabric of the building and building services
- To advise the Headteacher of situations or activities which are potentially hazardous to health and safety of staff, pupils and visitors
- To ensure that staff are adequately instructed in safety and welfare matters about their specific work place and the Academy in general

- Carrying out any other function as directed by the Headteacher or Governing Body.

Class Teachers

Teaching staff are expected to:-

- Exercise effective supervision of their pupils, to know the procedures for fire, first aid and other emergencies and to carry them out
- Follow the particular health and safety measures to be adopted in their own teaching area as described in the health and safety guidance documents and codes of practice, if issued, and to ensure that they are applied
- Give clear oral and written instructions and warning to pupils when necessary
- Follow safe working procedures
- Require the use of personal protective equipment/clothing and guards where necessary
- Make recommendations to the Headteacher or Academy Health and Safety Co-ordinator on health and safety equipment and on additions necessary or improvements to plant, tools, equipment or machinery
- Integrate all relevant aspects of safety into the teaching process and, where necessary, give special lessons on health and safety in line with national curriculum requirements for safety education
- Avoid introducing personal items of equipment (electrical or mechanical) into the Academy without prior authorisation
- Report all incidents, accidents, defects and dangerous occurrences to the Academy Health and Safety Co-ordinator.

Academy Health and Safety Representatives

The Governing Body recognises the role of Health and Safety Representatives appointed by a recognised trade union. Health and Safety Representatives will be allowed to investigate accidents and potential hazards, pursue employee complaints and carry out Academy inspections within directed time, but wherever practicable, outside teaching time. They will also be consulted on health and safety matters affecting all staff.

They are entitled to certain information e.g. about accidents and to paid time off to train for and carry out their health and safety functions. However, they are not part of the management structure and do not carry out duties on behalf of the Headteacher or Governing Body.

All Employees

All employees have individual legal responsibilities to take reasonable care for the health and safety of themselves and for others who may be affected by their acts or omissions. In particular, employees must:-

- Comply with the Academies health and safety policy and procedures at all times – in particular procedures for fire, first aid and other emergencies
- Take care of the health and safety of themselves and of others who may be affected by their acts or omissions at work
- Notify their line manager if they have any of the notifiable diseases
- Co-operate with Academy management in complying with relevant health and safety legislation
- Use all work equipment and substances in accordance with instruction, training and information received
- Report to their immediate line manager any hazardous situations and defects in equipment found in their workplace
- Report all incidents in line with the current incident reporting procedure
- Inform their line manager of what they consider to be shortcomings in the Academies health and safety arrangements
- Not misuse or intentionally or recklessly interfere with anything provided in the interests of health, safety and welfare. Equipment must only be used for its intended manufactured purpose.
- Notify their line manager when personal protective equipment requires renewal or repair

Pupils

Pupils, allowing for their age and aptitude, are expected to:-

- Exercise personal responsibility for the health and safety of themselves and others
- Observe standards of dress consistent with safety and/or hygiene
- Observe all the health and safety rules of the Academy and in particular the instructions of staff given in an emergency
- Follow the instruction of staff in relation to health and safety, such as wearing personal protective equipment in D&T
- Use and not wilfully misuse, neglect or interfere with things provided for their health and safety.

HEALTH AND SAFETY POLICY

PART THREE

Procedures and Arrangements

Introduction

The following procedures and arrangements have been adopted to ensure compliance with the Governing Body's Statement of Intent and compliance with the Authority's guidance.

General Risk Assessment

Risk Assessments will be co-ordinated by Peter Hewitt following guidance contained in the Children Young People and Learning Health and Safety Policy - Risk Assessment and the Corporate Risk Assessment guidance document.

Curriculum Risk Assessment

Risk assessments for curriculum activities will be carried out by the Deputy Headteacher. Generic risk assessments have been developed by the Authority and are available on the Learning Portal. The generic assessments will be made specific to the Academy.

Maternity Risk Assessment

Maternity risk assessments will be carried out by the Headteacher following guidance contained in the New and Expectant Mothers at Work policy of the Children Young People and Learning Health and Safety Policy and the Corporate Risk Assessment guidance document.

First Aid Risk Assessment

A first aid risk assessment will be carried out by the Headteacher In line with guidance contained in the Children Young People and Learning Health and Safety Policy and the Corporate First Aid guidance document.

First aid boxes are located in every classroom and first aid notices are located throughout the building. Appropriately trained staff are listed at the end of this policy.

Accident/Incident Reporting

Accidents and incidents will be reported via the Authority's electronic incident reporting procedure. Pupil accidents will be reported in line with the Pupil Accident Reporting System. The Children Young People and Learning health and safety policy guidance will be followed.

Manual Handling Risk Assessment

Where manual handling cannot be avoided and the risk is significant, a manual handling risk assessment will be carried out by the Caretaker following guidance contained in the Children Young People and Learning Health and Safety Policy and the Corporate Health and Safety Guidance Document for manual handling.

Workstations and Computers

Individual members of staff are responsible for carrying out their own DSE/VDU (display screen equipment/visual display unit) assessments, following guidance contained in the Children Young People and Learning Health and Safety Policy and the Corporate Health and Safety Guidance Document for DSE.

COSHH (Control of Substances Hazardous to Health)

The Caretaker will identify hazardous substances and complete the hazardous substances inventory in line with the Children Young People and Learning Health and Safety Policy. This inventory, along with relevant material safety data sheets, will be forwarded to the Directorate Health and Safety Team, who will produce COSHH assessments and forward them to the Academy.

Fire

Fire risk assessments are carried out by Valuation and Asset Management and Headteachers are responsible for the implementation of any action plan.

Fire drills will be carried out every term in line with the guidance contained in the Children Young People and Learning Health and Safety Policy.

Fire evacuation procedures will be developed and documented by the Caretaker and fire notices displayed throughout the premises.

Educational Visits

The Educational Visits Co-ordinator is the Headteacher and is responsible for overseeing procedures and documentation for educational visits. Advice and guidance can be provided by Rob Smith, Sports Development Manager for Academies/Community, Langdale Centre – telephone 0191 2001563. The Children Young People and Learning health and safety policy – guidance document for Educational Visits will be implemented.

Workplace Health, Safety and Welfare

The Workplace Health, Safety and Welfare Regulations and The Education (Academy Premises) Regulations apply. The Corporate Safety Document for Workplace Health, Safety and Welfare will be applied, as will the guidance in the Children Young People and Learning health and safety policy.

Premises Management

A Property Handbook for Premises Managers in North Tyneside has been developed and distributed to all Academies.

The handbook gives guidance on a range of buildings issues and gives details of contacts within the Authority.

Items covered in the handbook are:-

Division of Responsibilities
Duties
Prioritising Work
Planned, Preventative Maintenance
Cleaning and Security Services
Fire Safety
Asbestos
Health and Safety
Water Hygiene and Monitoring
Hazardous Waste
Disability Discrimination Act
Valuation and Asset Management
List of Contact Officers

The Children Young People and Learning health and safety policy will also be applied. Documented inspections will be carried out half yearly by the Caretaker.

Contractors on Site

Guidance contained in the Children Young People and Learning health and safety policy and the Safety Document for Controlling Contractors will be followed.

All contractors must report to reception where they will sign the visitor's book and they will be given access to the Asbestos Register, which they also must read and sign.

The Caretaker is responsible for monitoring the contractor where the work may directly affect staff and pupils. When defects are identified, ensure someone has responsibility for correcting them and that effective action is taken. Records must be kept of all contract work.

Health and Safety Training

Health and Safety Induction training will be provided for all new employees by Headteacher / Deputy Headteacher. Training records for staff will be kept.

Inspection and Test of Plant and Equipment

All plant and equipment requiring statutory inspection and test will be done so at the required intervals by competent contractors. The person for arranging the inspection and test is the Caretaker. All plant and equipment will be logged and all tests/inspections documented.

Portable Appliance Testing

Inspection and testing of all portable appliances will be carried out by external contractor in September each year following guidance contained in the Children Young People and Learning health and safety policy. Staff are responsible for carrying out pre-use checks of equipment as detailed in the PAT guidance in the CYPL H&S policy.

Ladders, Stepladders and Access Equipment

The Caretaker is responsible for inspection and maintenance of ladders, stepladders and access equipment in line with the corporate guidance. Documented checks will be carried out.

Consultation and Communication

The Academy health and safety working group meets termly to discuss health and safety relating to staff, pupils and visitors. Any issues raised are brought to the attention of the management team.

The Headteacher/Company Secretary will ensure that procedures implemented to inform staff and pupils of the arrangements set out in this policy.

The Health and Safety Law poster is located in the main entrance.

Health and safety advice is available from the Headteacher or the Corporate Health and Safety Team (0191 6435015 or 0191 6438700).

Visitors

All visitors must report to reception where they must sign the visitor's book, read the 'advice for visitors' guidance and be issued with an I.D. badge.

Traffic Management

Cars must be parked in designated parking bays. Vehicular access will be prohibited at times when pupils are coming/leaving the premises. Where the premises allow, traffic routes will be a one-way system and speed limits of 10mph enforced. Speed limit signs will be displayed.

Educational Visits

The Educational Visits Co-ordinator, is responsible for providing advice and guidance to ensure all necessary paperwork has been completed. Guidance from DCSF will be followed.

Medication in Grasmere

Prescribed medication will be administered to pupils by either registered first aiders, the Senior Leadership Team or Company Secretary following guidance contained in Children, Young People and Learning policy for Managing Medicines in Academies and Early Years Settings. Medication will be kept in a locked cupboard and Keys are held by staff responsible for administering medication/kept in secure place.

The Academy has adopted the Department for Health guidelines on the use of emergency salbutamol inhalers and adrenaline auto-injectors and these are now kept on site.

Health and Safety Walks will take place every term by the Caretaker and the Health and Safety Governor / Headteacher who will then report to Ethos Committee.

List of Responsible Personnel

Headteacher	Mrs Kerry Lilico
Acting Deputy Headteacher	Miss Hannah Girvan
Company Secretary	Miss Domonique Ellis
Caretaker	Mr Peter Hewitt
Health & Safety Governor	Mr David Hodgson
First Aiders	Mrs Loraine Curry Mrs Cathi Biggin Mrs Maureen O'Donnell Mrs Pauline Stephenson Mrs Susie McIvor Mr Phil Sillitoe Miss Laura Ritchie Miss Domonique Ellis Mrs Isabel Okukpolor