

# HOLLAND HOUSE

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## 11 - HEALTH, SAFETY AND SECURITY POLICY

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### **Review Arrangements:**

Date	November 2020
Approved	
Review Date	November 2021

## References:

- A. Health and Safety: responsibilities and duties for schools 2018
- B. Health and Safety at Work etc Act 1974 and regulations made under that Act.
- C. ISI – Commentary on the Regulatory Requirements 2020.
- D. Employee Handbook.
- E. HSE – School Trips & Outdoor Learning Activities: Tackling HSW myths, dated June 11.
- F. HSE – Incident Reporting in Schools, dated October 13.
- G. HSE – Maintaining Portable Electric Equipment, dated September 12.
- H. DfE – Guidance on First Aid for schools.
- I. RIDDOR - Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013.
- J. HSE – Manual Handling at Work, dated November 2012.
- k. HSE – Preventing Slips and Trips at Work, dated February 2014.
- l. HSE – Working at Height, dated January 2014.
- m. HSE – Managing Contractors, dated 2011.

*“Children should be able to experience a wide range of activities. Health and safety measures should help them to do this safely, not stop them. It is important that children learn to understand and manage the risks that are a normal part of life. Common sense should be used in assessing and managing the risks of any activity. Health and safety procedures should always be proportionate to the risks of an activity. Staff should be given the training they need so they can keep themselves and children safe and manage risks effectively.” **Reference A.***

**1. Introduction.** This Health, Safety and Security (HS&S) Policy is produced in accordance with the requirements of Section 2 (3) of **Reference B**, Paragraph 11 of **Reference C** and other relevant legislation. This policy is applicable to all pupils, including those in the EYFS. The HS&S policy consists of three parts:

Part 1 - The Statement of Intent and Policy objectives;

Part 2 - Assignment of responsibilities for achieving the objectives set out in part one;

Part 3 - The arrangements to monitor, establish and review measures needed to meet satisfactory HSW standards.

**2. Getting the Balance Right.** **Reference C** refers to the HSE website for useful advice concerning ‘Getting the Balance Right’. The HSE guidance includes the Sensible Management Test, as follows:

- The school leadership team (SLT) understand the safety policy and apply it practically to the real risks in the school
- Key staff have clearly established roles and responsibilities
- Paperwork is kept to a minimum with the significant hazards identified, their risks adequately controlled and precautions clearly documented where needed
- School leaders consult with staff including employee / trade union safety representatives – looking for practical solutions to health and safety issues
- Learning is enabled by making proportionate decisions

## Part 1 – Statement of Intent and Policy Objectives.

**3.** The Governing Body of the School, acknowledges and accepts the responsibilities placed on it as the 'Employer' by the **Health and Safety at Work Act 1974** and other relevant legislation. The Board considers the health, safety and welfare of staff, pupils and visitors to be of paramount importance, and that a safe and healthy working environment is a prerequisite to achieving the School's stated goal to promote excellence in teaching and learning. The Board, school staff and others also have a duty under the common law to take care of pupils in the same way that a prudent parent would do so. The School engages with external advisors where advice or assistance is necessary. The School keeps itself abreast of relevant changes to legislation via various channels e.g. Assurity Consulting updates. Through the implementation of the HS&S policy, the Board is committed to achieving the following objectives:

- To assess the risks to staff and others affected by school activities in order to identify the HS&S measures that are necessary and, in certain circumstances, keep a record of the significant findings of that assessment;
- To introduce measures to manage those risks (risk management);
- To tell our employees about the risks and measures to be taken to manage the risks;
- To ensure that adequate HS&S training is given to our employees to ensure that all staff are aware of their HS&S responsibilities, know what is expected of them and what they must do to discharge the responsibilities assigned to them;
- To take reasonable steps to ensure that staff, pupils and visitors are not exposed to risks to their HSW. This applies to activities on or off school premises;
- To create for employees, as far as is practicable, a working environment where potential work related stressors are avoided, minimised or mitigated through good management practices, effective human resources policies and staff development;
- To have in place arrangements to plan, implement, monitor and review measures to address risks arising from the School's activities;
- To ensure that there are clear procedures and arrangements for consultation with and the involvement and commitment of employees and their representatives.
- To promote awareness of health, safety and welfare issues throughout the School.
- To monitor the implementation of the HS&S Policy through audits, inspections and reports from the Headmistress and the School's Health and Safety Committee and through advice from Assurity Consulting.

**4.** The Board seeks and expects the full co-operation and support of the whole community to ensure that the HS&S Policy and arrangements are implemented effectively.

## Part 2 – Assignment of responsibilities for achieving the objectives set out in Part One.

**5. The Governing Body.** The Governing Body will monitor the implementation of the policy by requiring a termly Health Safety and Security Committee (HS&S) meeting and updates presented at the termly Finance and General Purposes Committee (F&GP) for onward action to the Full Governing Board (FGB). Recommendations presented to F&GP and will form the basis of the School's routine maintenance programme.

**6. Organisation.** The HS&S Committee meets once a term and is chaired by the Headmistress. At least two Governors attend these meetings.

**a. HS&S Committee Terms of Reference (ToR).** The Committee's TORs are to:

- Monitor the effectiveness of HS&S within the School.
- Review accidents and near misses; instigating appropriate preventative measures as required
- Highlight changes to HS&S regulations
- Review and update risk assessments
- Assess and monitor the implementation of professional advice
- Review, and if necessary update, HS&S Policies and guidance
- Review and monitor all HS&S training requirements
- Agree the on-going development of safety rules and safe systems of work
- Assess and monitor communication relating to HS&S in the workplace
- Encourage suggestions and reporting of defects by all members of staff

**7. Duties as an Employee.** The law requires employees to:

- take reasonable care of their own health and safety and that of others who may be affected by what they do at work;
- co-operate with their employers on health and safety matters;
- do their work in accordance with training and instructions; and
- inform the employer of any work situation representing a serious and immediate danger, so that remedial action can be taken.

In addition, teachers and other staff in schools have a common law duty to act as any prudent parent would do when in charge of pupils. Employees are to comply with the HS&S procedures set out here and in related Policies.

**8. Top-Level Delegations.** The Board delegates day-to-day operational responsibility for HS&S and Welfare to the Headmistress; the Headmistress is to ensure compliance in all respects by staff, pupils and visitors with relevant legislation and Company Policies. The Headmistress, in turn, appoints the Bursar in conjunction with the Site Manager as the School's HS&S co-ordinator with day-to-day responsibility for all aspects of operational HS&S; specifically to:

- Advise on any measures that may be needed in order to carry out work safely;
- This Policy and its arrangements are brought to the attention of all employees;
- Co-ordinate advice given by specialist safety advisors and to produce required action plans for consideration;
- Ensure regulatory compliance, in particular with the Construction (Design and Management) Regulations (CDM), and for safe conditions of work for all at the school.
- As part of the School induction process all new employees receive appropriate health, safety and welfare information and training.

If neither the Bursar or Site Manager is not in attendance,

- In term time - staff refer to the Senior Leadership Team (SLT).
- Holidays – if SLT are unavailable, staff may refer to The Chairman or Appointed Governor.

**9. SLT.** The SLT is responsible for ensuring the HS&S of staff, pupils and others in the school (especially; visitors who are unfamiliar with the school, those who are disabled, or who have special educational needs). Specifically,

- The activities under their control are carried out, so far as is reasonably practical, safely and without risk to health;
- The implementation of the Health, Safety and Security Policy is properly monitored in their area of responsibility, carrying out inspections of the workplace and equipment;
- Individual employees are made aware of their responsibilities for health, safety and security;
- Employees under their control are adequately trained, informed, instructed and supervised;
- Arrangements for health and safety are complied with and where required appropriate safety signs or notices are displayed;
- Relevant health, safety and security information is communicated to employees;
- School First Aid procedures and arrangements are complied with;
- All accidents occurring are reported and an accident report form is completed;
- Reasonable arrangements are made for passing on information on health, safety and security to the safety representatives of employee safety who are on the Health and Safety Committee;
- Training needs of employees within the departments are identified and prioritised appropriately in consultation with the Site Manager;
- Employees are aware of fire procedures and where required have received appropriate training.
- Assessments are undertaken of risks to health, safety and security as required by the Management of Health and Safety at Work Regulations and other legislation and that the significant findings are recorded and appropriate control measures put in place to reduce those risks to an acceptable level.

**10. Academic Staff.** The first priority of all teachers is for the safety and well-being of all pupils in their charge. A class teacher must:

- Know the School emergency procedures for both fire and First Aid and the special safety measures to be adopted in his/her own teaching areas and to ensure that they are applied as required by the School;
- Exercise effective supervision of pupils 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 instructions and warnings as often as necessary (notices, posters, hand-outs are not enough);
- Ensure that students' coats, bags, cases etc. are safely stowed away;
- Integrate all relevant aspects of safety into the teaching process and if necessary give special lessons on safety;
- Follow the School's safe working procedures personally;
- Call for protective clothing, guards, special safe working procedures etc. when necessary;
- Make recommendations on safety matters to the Site Manager;
- Be familiar with the safety arrangements appropriate to the work area;
- Be familiar with Risk Assessments appropriate to the work activity.

**11. Delegation of Duties.** Some duties are delegated to specific members of staff; however ultimate responsibility for HS&S rests with the Headmistress. The areas where duties have been delegated are:

**a. Dealing with HS&S Emergencies.** Please refer to the Crisis Policy.

**b. Consultation with Employees.** All employees should put forward HS&S suggestions to Site Manager for onward transmission to the HS&S Committee.

**c. Security – Site Manager.** The Site Manager is delegated the day to day management of building security:

- The School building and grounds
- Overall nightly lock-up of the School
- Perimeter security
- Prevention of unsupervised access by pupils to potentially dangerous areas

**d. Fire Safety – Site Manager as Fire Officer.** Responsibilities include:

- Ensuring a professional fire risk assessment, which is updated every 3 years, and more frequently if significant changes are made to the interior of buildings, or new buildings are bought or added, is maintained
- Keeping fire routes and exits clear
- In addition to testing the fire alarm system weekly, arranging a bi-annual service of alarms, smoke and heat detectors, and an annual service of fire doors, emergency lights and fire extinguishers to be carried out annually by a qualified contractor
- Ensuring lightning protection is in place for all buildings
- Ensuring that flammable rubbish and combustible materials are stored away from buildings

- Ensuring termly fire practices are carried out, combined with a programme of inducting new staff and pupils with emergency escape procedures to ensure that the school can be safely evacuated in the event of a fire
- Ensuring staff set all computers, projectors, printers and electronic whiteboards to switch off automatically every evening and during holidays and weekends
- Ensuring staff secure all flammable materials used in teaching or maintenance in locked purpose-made, flame-proof containers

#### **f. Gas Safety – Site Manager.**

- All gas appliances (boilers, kitchen equipment, etc.) are regularly maintained and serviced by Gas Safe Registered Engineers. Landlord's gas safety certificates are held for all school domestic accommodation

#### **g. Electrical Safety – Site Manager.**

- **Electrical Safety Testing.** All the buildings are to have a current electrical installation condition report certificate for all buildings using NICEIC qualified Electrical Engineers to inspect and maintain electrical installations all of which are RCB protected and meet the requirements of BS7671 IEE wiring regulations
- **Portable Appliance Testing.** All equipment is to be tested annually or as required, **Reference G**

#### **h. Legionella, Water and Drainage – Site Manager.**

- Legionella temperature checking and flushing regime is in place
- Ensuring that drains, gutters, etc. are kept unblocked and all drain runs remain clear
- All drinking water fountains are to be correctly signed

#### **i. Plant and Machinery Safety – Site Manager.**

- Arrange for engineers to monitor and annually service the school's plant, equipment; including boilers etc.
- All PE equipment is risk assessed annually– **Head of PE**

#### **j. Asbestos and Hazardous Substances – Site Manager**

- An asbestos management survey has been performed and no asbestos-containing materials were found. Additional refurbishment and demolition surveys would be commissioned prior to any significant refurbishment.

#### **k. Grounds – Site Manager.**

- Supervising grounds staff and monitoring HS&S standards in their area of activity;
- Ensuring adequate arrangements are in place with regards to First Aid;
- Ensuring that all grounds staff are aware of the requirements of arrangements of practice applicable to their areas of work

## I. Catering – Head Chef.

- Ensuring Catering Team switch off all kitchen equipment at the end of service;
- Monitor all catering aspects from staffing to menus to hygiene and safety audit of food storage, meal preparation, food serving areas and development;
- Ensuring the deep cleaning of all equipment, high level cleaning of all cooking, food preparation and storage surfaces, areas etc. each term;
- Ensuring appropriate pest control measures to be in place (Inside and out).

## m. First Aid – School First Aiders.

- First aid and supporting medical needs
- First Aid resources available throughout the School in accordance with the First Aid Policy. Checking that all first aid boxes and eye washes throughout the School are kept replenished each term
- During term time treatment for pupils and staff in the Surgery
- Recording and reporting accidents to staff, pupils and visitors; notifiable accidents to the HSE in accordance with RIDDOR, see Reference I
- Maintaining an accident book
- Maintenance of accident statistics and for preparing summary reports for the HS&S Committee
- Escorting pupils to hospital (and informing their parents) – in the absence of the parent

**Incidents** can be reported by any of the following routes:

- **Telephone:** 0345 300 9923
- **Internet:** by completing the relevant form on the ICC website at <http://www.riddor.gov.uk/reportanincident.html>
- **E-mail:** riddor@natbrit.com
- **Form F2508:** by completing the relevant hard copy form and sending it to:
- Incident Contact Centre, Caerphilly Business Park, Caerphilly, CF83 3GG • Fax: 0345 300 9924

## n. Training

- Induction – Headmistress and DSL
- HS&S training for the Catering and Cleaning staff – Site Manager
- Briefing new pupils on emergency fire procedures – Teaching staff
- Briefing new staff on emergency fire procedures – Fire Officer
- Identifying specific staff HS&S training needs – Headmistress and Site Manager
- First aid training – First Aiders
- Child Protection – DSL
- Grounds machinery – Site Manager
- Maintenance Machinery – Site Manager
- All other differentiated training; manual handling, Slips & Trips, Risk Assessments – HS&S Committee

- o. Policy and procedures for off-site visits**, including residential visits and any school-led adventure activities – see Reference C, and Educational Visits Policy
- p. Manual Handling**. Please refer to **Reference J**.
- q. Slips and Trips**. Please refer to **Reference K**.
- r. Working at height**. Please refer to **Reference L**
- s. Selecting and managing contractors**. Please refer to **Reference M**

The school's adherence to Health and Safety in catering and cleaning is subject to external inspection by the Environmental Health Officer (EHO).

**We currently hold a 5-star Food Hygiene Rating**

### **Part 3 - The arrangements to monitor, establish and review measures needed to meet satisfactory HS&S standards.**

- 12.** The Governors have specified that the School adopts the following framework for managing HS&S as follows:
- At least two Governors attend the termly meetings of the school's HS&S committee and all Governors receive copies of all paperwork
  - That a report is presented to the Governors each term covering; updates on HS&S issues; significant accidents to pupils, staff and visitors; staff training; educational visits involving higher risk activities and residence off-site; new/revised policies and procedures
  - The school employs external consultants periodically when the balance of cost, prudence and relevance/necessity/or requirement by law has been agreed by both the Health and Safety Committee and the Chairman. All aspects do not require consultants. The purpose of this is to support the school's consideration of the external fabric of the school, its plant, equipment and systems of work
  - That the school's adherence to HS&S in catering and cleaning of the food preparation and eating areas is subject to external inspection by the EHO
  - That the school has a policy in place for the training and induction of new staff in Health and Safety related issues, which include basic Manual Handling
  - Refreshing is done once every three years or at intervals agreed with the Headmistress and specified by the Site Manager. Employees are given significant access to on line training as well as face to face training.

- Specific Health and Safety training related to an individual member of staff's function if required, is provided in addition to the "standard" induction training.
- First Aid training is provided to any member of the teaching staff who is involved with trips and visits, and to selected members of the Support staff.
- General Fire Training and Marshalling is also part of the general staff induction.
- All mandatory Safeguarding Training is carried out.
- That the school has a fire risk assessment, carried out by a Competent Person which is updated every 3 years, more frequently if significant changes are made to the interior of buildings, or new buildings are bought or added. The HS&S Committee reviews the fire risk assessment every time it is amended.
- That the school has a legionella risk assessment, temperature checking and flushing regime in place.

**13. Risk Assessments.** In order for the School to comply, primarily with Regulation 3 of the Management of Health & Safety at Work Regulations 1999 and other regulations and acts found in the Fire Regulatory Reform Act, Control of Substances Hazardous to Health Regulations 1999, Manual Handling Operations Regulations 1992, Provision and Use of Work Equipment Regulations 1998, and others as required, Risk Assessments will be recorded highlighting the following:

- Identifying hazards, that is, any situation with the potential to cause harm and the severity of harm that could be caused
- The likelihood of harm being caused and to how many people
- Evaluating risk, that is, severity of harm coupled with the likelihood of occurrence
- The preventative or protective control measures already in place in order to control the risks
- What further action and control measures, if any, are needed to reduce risks to an acceptable level

#### **COVID-19**

As a part of the full school reopening (from September 2020) a detailed risk assessment has been undertaken and an action plan to make any necessary adjustments to mitigate risk has been produced. The risk assessment is based on government guidance and includes but is not limited to:

- Robust hand and respiratory hygiene
- Enhanced cleaning arrangements
- Active engagement with NHS Test & Trace
- Ill workers and children staying at home
- Formal consideration of how to reduce contact and maintain social distancing wherever possible.

Staff were consulted on the risk assessment and it was also presented to them by the Headmistress at a staff training day. The risk assessment is regularly reviewed to ensure that the School is compliant with the changing guidelines.

Furthermore, all other risk assessments will consider Covid-19 and highlight any risk controlling measures required that have not already been included in the main whole school Covid-19 risk assessment.

Further specific Risk assessments are required as follows:

- **PE** - outdoor games,
- **Drama** - Head of Drama keeps risk assessments for lighting and the safe construction, movement, mounting and dismantling of scenery, props and staging.
- **Catering** - Head of Catering keeps risk assessments for all activities, safe use and storage of equipment and flammables, COSHH procedures for chemical and other products. Staff training records maintained.
- **Maintenance and Grounds** - pupils are to be kept clear of areas of work. Risk assessments kept for all activities, safe use and storage of equipment and flammables, COSHH assessments of all chemicals and other products. Staff training records maintained.
- **Educational and Sporting Trips** - all staff that are arranging Educational or Sporting trips must follow the Educational Visits Policy.
- **Security and Violence** - the issues of violence, security and what to do in an emergency are dealt with in the Crisis Policy.
- **COSHH** (Control of Substances Hazardous to Health) - All substances which are hazardous to Health and Safety have labels as indicated in the HSE guidance 'INDG352 read the label' (obtainable from Admin Support); these must be assessed following the COSHH policy and school form.
- **Slips, Trip and Falls** - The risks from Slips, Trips and Falls are covered in a site specific risk assessment.
- **Manual Handling** - The risks from manual handling activities carried out within the school are covered by task specific risk assessments. Staff who have to carry out manual handling task are to receive appropriate training.

**14. Health and Safety Monitoring.** Continual monitoring of HS&S takes place through the following procedures:

- Inspections for health, safety and security defects will be carried out as required but at least on a termly basis by the Site Manager. Inspections may be of curriculum areas/departments or of the whole School as required. This provides an overview of how the School is managing HS&S.
- All accidents will be investigated as appropriate to identify any failures in the management of health, safety and security. Where necessary reports will be submitted to the Governing Body.
- Accident and incident records are presented to the Health and Safety Committee at each meeting and all accidents which are not explained to the satisfaction of the Committee will be further investigated. Where necessary a report will be submitted to the full Governing Body.
- An termly First Aid box audit will be conducted by the School First Aiders and reported to the Health and Safety Committee.
- External consultants have been appointed to provide assistance as required; Fire, Legionella, asbestos.
- Routine inspections are to be carried out by a specialist on the following:
  - PE equipment
  - Fire extinguishers
  - Portable electrical equipment

- Fire alarms
- Emergency lighting
- Heating appliances
- External play equipment
- Hot and Cold water systems
  
- Other routine external inspections carried out include:
  - **Buildings**
    - ✦ A Structural Surveyor will be engaged to assess the state of the infrastructure, if required
    - ✦ Qualified Planning supervisors are engaged whenever major work is undertaken
  - **Gas, Heating and Boilers**
    - ✦ Annual boiler and gas servicing/repairs are carried out by registered Gas Safety engineers/oil boiler specialists
  - **Equipment**
    - ✦ Regular servicing of equipment
  - **Catering Hygiene**
    - ✦ Annual survey to include recommendations on healthy eating
  - **Fire**
    - ✦ Professional Fire Risk Assessment
    - ✦ Emergency lighting tests
    - ✦ Bi-annual service of fire panels, alarms and detectors
    - ✦ Annual servicing of fire extinguishers and fire doors
  
  - **Water**
    - ✦ Legionella Risk Assessment
    - ✦ Annual Legionella plan in place
  - **Electrical**
    - ✦ PAT Testing
    - ✦ Electrical Installation Condition Reports

