



# Health & Safety Policy

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Maintained by:	R Peet	Next review due:	January 2026

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## **1. Statement of Intent**

GFM believe that ensuring the health and safety of staff, students and visitors is essential to the success of the academy.

We are committed to:

- providing a safe and healthy working and learning environment;
- preventing accidents and work-related ill health;
- assessing and controlling risks from curriculum and non-curriculum work activities;
- complying with statutory requirements as a minimum;
- ensuring safe working methods and providing safe equipment;
- providing effective information, instruction and training;
- monitoring and reviewing systems to make sure they are effective;
- developing and maintaining a positive health and safety culture through communication and consultation with employees and their representatives on health and safety matters;
- setting targets and objectives to develop a culture of continuous improvement;
- ensuring adequate welfare facilities exist at the school;
- ensuring adequate resources are made available for health and safety issues, so far as is reasonably practicable.

A health and safety management system has been created to ensure the above commitments can be met. All governors, staff and students will play their part in its implementation.

## 2. Legislation

This policy is based on advice from the Department for Education on health and safety in schools and the following legislation:

- [The Health and Safety at Work etc. Act 1974](#), which sets out the general duties employers have towards employees and duties relating to lettings.
- [The Management of Health and Safety at Work Regulations 1992](#), which require employers to make an assessment of the risks to the health and safety of their employees.
- [The Management of Health and Safety at Work Regulations 1999](#), which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training.
- [The Control of Substances Hazardous to Health Regulations 2002](#), which require employers to control substances that are hazardous to health.
- [The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations \(RIDDOR\) 2013](#), which state that some accidents must be reported to the Health and Safety Executive and set out the timeframe for this and how long records of such accidents must be kept.
- [The Health and Safety \(Display Screen Equipment\) Regulations 1992](#), which require employers to carry out digital screen equipment assessments and states users' entitlement to an eyesight test.
- [The Gas Safety \(Installation and Use\) Regulations 1998](#), which require work on gas fittings to be carried out by someone on the Gas Safe Register.
- [The Regulatory Reform \(Fire Safety\) Order 2005](#), which requires employers to take general fire precautions to ensure the safety of their staff.
- [The Work at Height Regulations 2005](#), which requires employers to protect their staff from falls from height. The school follows national guidance published by Public Health England when responding to infection control issues. This policy complies with our funding agreement and articles of association.

## 3. Organisation

### 3.1 Introduction

To comply with the Governing Board's Statement of Intent the academy's normal management structure have additional responsibilities, as detailed below.

#### **3.1.1 The Governing Board:**

The Governing Board has the following responsibilities and must ensure that: -

- a clear written policy statement is created which promotes the correct attitude towards safety for staff and students.
- responsibilities for health, safety and welfare are allocated to specific individuals and those persons are informed of these responsibilities.
- persons have sufficient experience, knowledge and training to perform the tasks required of them.
- clear procedures are created which assess the risk from hazards and produce safe systems of work.
- sufficient funds are set aside with which to operate safe systems of work.
- health and safety performance is measured both actively and reactively.
- the academy's health and safety policy and performance is reviewed biennially.

#### **3.1.2 The Head or Principal:**

The Head or Principal has the following responsibilities and must ensure that: -

- they must fully commit to the Governing Board's Statement of Intent for Health, Safety and Welfare.
- a clear written local Policy for Health and Safety is produced.
- that the Policy is communicated to staff and others requiring the information.
- appropriate information on significant risk activities is given to visitors and contractors.
- appropriate consultation arrangements are in place for staff and their representatives.
- all staff are provided with adequate information, instruction and training on health and safety issues.
- risk assessments of the premises and working practices are undertaken.
- safe systems of work are in place for identified risk factors.
- emergency procedures are in place.
- equipment is inspected and tested to ensure it remains in a safe condition.
- records are kept of all relevant health and safety activities e.g. assessments, inspections, accidents and investigations.
- arrangements are in place to monitor premises and performance.
- all accidents are investigated and any remedial actions are implemented.
- they report to the Governing Board at least annually on the health and safety performance of the school.

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### **3.1.3 The School Health and Safety Coordinator:**

The School Health and Safety Coordinator has the following responsibilities: -

- coordinate and manage the annual risk assessment process for the school.
- coordinate the annual general workplace monitoring inspections and performance monitoring process.
- make provision for the inspection and maintenance of work equipment throughout the academy.
- advise the Head/Principal of situations or activities which are potentially hazardous to the health and safety of staff, students and visitors.
- ensure that staff are adequately instructed in safety and welfare matters about their specific workplace and the school generally.
- carry out any other functions required by the Head/Principal or Governing Board.

### **3.1.4 Teaching/Non-teaching Staff Holding Positions of Special Responsibility:**

This includes Heads/Principals, Deputy or Assistant Heads/Principals, curriculum coordinators/subject leaders, admin staff, lunchtime staff, technicians and caretakers.

They have the following responsibilities:

- apply the school's Health and Safety Policy requirements to their own department or area of work and be directly responsible to the Head/Principal for the application of the health and safety procedures and arrangements
- carry out health and safety risk assessments of the activities they are responsible for
- ensure that all staff under their control are familiar with any health and safety procedure for their area of work
- attempt to resolve health, safety and welfare problems from members of staff or refer them to the Head/Principal. Any problems that cannot be resolved locally should be forwarded to the Local Authority Health and Safety Department for advice
- carry out regular inspections of their areas of responsibility to ensure that equipment, furniture and activities are safe and make a record of these inspections
- ensure, so far as is reasonably practicable, the provision of information, instruction, training and supervision to enable employees and students to avoid hazards and contribute positively to their own health and safety
- investigate any accidents that occur within their area of responsibility
- keeping the Head/Principal informed on the health and safety performance of his/her department or area of responsibility (this could be facilitated by

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quarterly briefings, an annual report, etc. dependent on direction from the Head/Principal).

### **3.1.5 Teachers:**

Teachers are expected to: -

- exercise effective supervision of their students, to know the procedures for fire, first aid and other emergencies.
- follow particular health and safety measures in their own teaching areas as laid down in the relevant Guidance or Procedures.
- give clear oral and written instructions and warnings to students when necessary.
- follow safe working procedures.
- require the use of protective clothing and guards where necessary.
- make recommendations to the Head/Principal or Health and Safety Coordinator on health and safety equipment and any improvements to plant, tools, equipment or machinery that may be necessary.
- integrate all relevant aspects of safety into the teaching process and, where necessary, give specific lessons on health and safety in line with national curriculum requirements for safety in education.
- avoid introducing personal items of equipment (electrical or mechanical) into the school without prior authorisation.
- report all accidents, defects and dangerous occurrences to the School Office.

### **3.1.6 Health and Safety Representatives:**

Safety Representatives can either be appointed through their union under the Safety Committees and Safety Representatives Regulations 1977 or volunteer to be a Representative of Employee Safety under The Consultation with Employees Regulations 1996.

The Governing Board recognises the role of appointed Health and Safety Representatives. Health and Safety Representatives will be allowed to investigate accidents and potential hazards, pursue employee complaints and carry out school inspections within directed time but, wherever practicable, outside teaching time. They must be consulted on health and safety matters affecting all staff. They are also 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 do not carry out health and safety duties on behalf of the Head/Principal or Governing Board.

### **3.1.7 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: -

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- comply with the academy's health and safety policy and procedures at all times – in particular procedures for fire, first aid and other emergencies.
- cooperate with school management in complying with relevant health and safety law.
- 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 workplaces.
- report all incidents in line with current incident reporting procedure.
- act in accordance with any specific health and safety training received.
- inform their Line Manager of what they consider to be shortcomings in the academy's health and safety arrangements.
- exercise good standards of housekeeping and cleanliness.
- cooperate with the appointed Safety Representative(s).

### **3.1.8 Students:**

Students, 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 school and in particular the instructions of staff given in an emergency.
- use and not wilfully misuse, neglect or interfere with things provided for their health and safety.



## **4. Procedures and Arrangements**

### **4.1 Introduction**

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

### **4.2 Risk Assessments**

- a) General risk assessment - will be co-ordinated by the Head/Principal/Site Manager as relevant
- b) New and expectant mothers risk assessment - will be carried out by the Health and Safety Co-ordinator
- c) Curriculum activities assessment - Risk Assessments for Curriculum activities will be carried out by teachers to be co-ordinated by faculty heads.
- d) Fire safety assessment - A site-specific fire risk assessment will be carried out by the Site Manager & Local Fire safety advisor.
- e) Manual handling assessments - Manual handling risk assessments will be co-ordinated by the Site Manager
- f) Computers and Workstation assessments - Workstation DSE assessments will be carried out by our chosen contractor.
- g) Hazardous substances – the Site Manager is responsible for identifying and assessing hazardous substances within their area of responsibility.
- h) Violence - Assessment of the risks of violence to staff will be carried out by the Head/Principal.

### **4.3 Emergency Procedures**

#### ***4.3.1 Critical Incidents***

The academy has a detailed Emergency Plan for responding to all critical incidents.

#### ***4.3.2 Fire and Evacuation Procedures***

Fire and Evacuation Procedures are details in the Fire Safety Policy

#### ***4.3.3 First aid***

First Aid procedures are detailed in the Medical Conditions and First Aid Policy on the academy website

#### ***4.3.4 Incident/accident reporting***

Details of the school accident reporting procedures are contained within the Medical Conditions and First Aid Policy on the academy website.

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#### **4.3.5 Bomb hoaxes and bomb alerts**

The Head or Principal, or in their absence, the most senior member of staff available, will decide on action to be taken in the event of an incident.

Staff will respond to the schools lockdown procedure which is known to staff.

#### **4.3.6 Gas leaks:**

Any member of staff discovering a suspected gas leak should make an informed judgment based on how strong the smell is as to whether they immediately evacuate the building and telephone 'British Gas Transco (Telephone number: 0800 111 999).

If there is a slight smell of gas, the first action should be to check that all gas appliances are switched off. This may clear the smell of gas. Windows should be opened.

#### **4.3.7 Chemical spills:**

- a) All staff should follow guidance contained in the CLEAPSS Hazards.
- b) Other areas should follow procedures as identified in relevant COSHH assessments

## **5. Health and Safety Training**

### **5.1 Induction Training**

Health and safety induction training will be provided for all new employees by the Site Manager under the direction of the Head or Principal.

Note: The following professional bodies offer school specific training:

- CLEAPSS offer a range of courses for Science and Design & Technology
- The Association of British Theatre Technicians (ABTT) offer a range of courses for drama
- National Society for education in Art and Design (NSEAD)
- Training & Development Agency for Schools (TDA) national CPD database
- Design & Technology Association (DATA): Teacher accreditation scheme

### **5.2 Training Updates**

Staff will receive regular and/or updated health and safety training as required.

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## **6. Inspection and Testing**

### **6.1 Statutory inspections:**

All plant and equipment requiring statutory inspection and testing (i.e. steam boilers, lifting equipment, local exhaust ventilation, pressure cookers etc) will be inspected by appropriate contractors.

### **6.2 Portable electrical appliances**

Inspection and testing of portable electrical appliances will be carried out by an approved contractor.

### **6.3 Equipment maintenance – curriculum**

Subject Leaders will be responsible for ensuring that maintenance of equipment for their areas of the curriculum is identified and implemented.

### **6.4 Ladders and access equipment:**

The Site Manager will be responsible for inspection and maintenance of ladders and other access equipment.

## **7. Health and Safety Monitoring**

### **7.1 Inspection of premises:**

- a) General workplace Inspections will be co-ordinated by the Site Manager in conjunction with the Head or Principal.
- b) Monitoring inspections of individual classrooms will be carried out by teachers or Senior Leaders.

## **8. Consultation and Communication of information**

### **8.1 Consultation**

- a) The Board's Audit and Risk sub-committee meet at least termly to discuss health, safety and welfare issues affecting staff, students or visitors. Action points from meetings are brought forward for review by academy management.
- b) The Trade Unions' appointed Safety Representative(s) on the staff are displayed in the Staffroom.

### **8.2 Communication of information**

- a) The Head or Principal will ensure that systems are established so that staff and students are familiar with the arrangements set out in this document.
- b) The Health and Safety Law poster is displayed in the Staff room and other key areas in each school.
- c) Health and safety advice is available from the H&S Co-ordinator or the Local Authority Health and Safety Officer.

## **9. Premises Management**

### **9.1 Building maintenance**

- a) General building maintenance is carried out by the Site Manager.
- b) The Site Manager will be responsible for ensuring that all identified general building maintenance is carried out by either the site team or other approved contractors.

### **9.2 Control of Contractors**

- a) All contractors must report to reception where they will be requested to sign in and wear an identification badge. Contractors will be issued with guidance on

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fire procedures, local management arrangements and vehicle movement restrictions.

b) The Site Manager is responsible for monitoring areas where the contractors' work may directly affect staff and students and for keeping records of all contractor work.

## **10. Other Procedures**

### **10.1 Emergency Response Management**

The Trust's 'Emergency Response' guidelines are followed and staff are made aware of the advice given, in conjunction with the school site-specific emergency response procedures.

### **10.2 Managing medicines**

Prescribed medication will be administered to students following guidance contained in the administration of medicines policy. All Admin Staff and members of the senior leadership team have been nominated as responsible persons for control of the administration of medicines to students.

### **10.3 Educational visits**

Educational visits will be organised following DfE guidance.

## **11. Reference Documentation**

All reference documentation relating to this policy and the Trust's H&S management systems can be accessed via the Health and Safety Officer or the headteacher.

## **12. Management of policy**

The GFM Board of Trustees has overall responsibility for the maintenance and operation of this policy. They will maintain a record of concerns raised and the outcomes. GFM policies will be reviewed regularly.