

Health and Safety Policy

Version: 1.4

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1. POLICY STATEMENT

We are here to make great schools and happier, stronger communities so that people have better lives. We do this by:

- Always doing what is right
- Trusting in each other and standing shoulder to shoulder
- Doing what we know makes the difference

Doing what is right means always acting with integrity, in the interests of others and being honest, open and transparent.

It is the policy of The Education Alliance, so far as is reasonably practicable to:

- Have Health and Safety as a core management function.
- Establish and maintain safe working procedures amongst staff, students and all visitors to the school site.
- Provide adequate control of the Health and Safety risks arising from their work activities.
- Provide and maintain a safe and healthy environment ensuring premises are maintained safely and are regularly inspected.
- Provide and maintain safe plant and equipment ensuring equipment is maintained safely and is regularly inspected.
- Ensure safe handling and use of substances.
- Maintain safe and healthy working conditions.
- Reduce the number of accidents and cases of ill-health.
- Provide information, instruction and supervision for staff.
- Ensure all staff are competent to do their tasks, and to provide them with adequate access to training.
- Have robust procedures in place in case of emergencies.
- Consult with staff on matters affecting their Health and Safety.
- Review and revise this policy as necessary at regular intervals.

2. PURPOSE AND SCOPE

This Policy, which is issued with the approval of the Board of Trustees, details the Trust's continued commitment to maintaining a high standard of Health and Safety for all students, staff, visitors and customers. The policy also describes the organisation and arrangements which have been established by the Trust to achieve these standards.

The Education Alliance has produced this Health and Safety Policy to comply with the requirements of Section 2(3) of the Health and Safety at Work Act 1974.

The Trust has a legal and moral responsibility to manage and reduce all significant organisational risks. The provision and maintenance of safe workplaces and safe working practices so students, staff, visitors and customers are not injured or suffer ill-health as a result of any of their work activities is systemic in the Trust's standard day to day operations.

The Trust recognises that it has responsibility for all staff working on its premises or conducting business elsewhere. In addition, it is responsible for all individuals, including students, visitors, contractors and customers whilst on their premises and those in the community around them, who may be affected by the Trust's activities.

This policy applies to all staff, volunteers and officers employed or otherwise engaged by The Education Alliance.

3. RELATED POLICIES

This policy links closely with the following School or Trust Policies:

- Asbestos Management Policy
- Educational Visits Policy
- Emergency Evacuation Procedure
- Electrical Safety Policy
- Expectations and Code of Conduct Policy
- First Aid Guidelines
- Intimate Care Policy
- Lone Working Guidelines
- Managing Medicines Policy
- Surveillance Camera Policy
- Sustainability Policy and Strategy Statement

4. LEGISLATION & GUIDANCE

This policy is based on advice relating to the Health and Safety of Schools contained within the Good Estates Management for Schools (GEMS) from the Department for Education and the following Acts, Regulations and guidance documents:

- The Health and Safety at Work Act etc. 1974
- The Management of Health and Safety at Work Regulations 1999
- The Control of Substances Hazardous to Health Regulations 2002
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013
- The Gas Safety (Installation and Use) Regulations 1998
- The Regulatory Reform (Fire Safety) Order 2005
- The Work at Height Regulations 2005
- Occupiers Liability Act 1984
- Road Safety Act 2006
- Employment Rights Act 1996
- Equality Act 2010
- Corporate Manslaughter and Corporate Homicide Act 2007
- Health and Safety (Offences) Act 2008
- Safety Representatives and Safety Committees Regulations 1997
- Health & Safety (First Aid) Regulations 1981

- Electricity at Work Regulations 1989
- The Health & Safety (Training for Employment) Regulations 1990
- The Health & Safety (Display Screen Equipment) Regulations 1992
- The Manual Handling Operations Regulations 1992
- The Personal Protective Equipment Work Regulations 1992
- The Workplace (Health & Safety & Welfare) Regulations 1992
- Health & Safety (Consultation with Staff) Regulations 1996
- Health & Safety (Safety Signs & Signals) Regulations 1996
- Confined Spaces Regulations 1997
- The Provision and Use of Work Equipment Regulations 1998
- The Lifting Operations and Lifting Equipment Regulations 1998
- Employers Liability (Compulsory Insurance) Regulations 1998
- The Pressure System Safety Regulations 2000
- Control of Vibration at Work Regulations 2005
- Control of Noise at Work Regulations 2005
- Control of Asbestos at Work Regulations 2012
- Health and Safety (Fees) Regulations 2012
- The Construction (Design and Management) Regulations 2015
- Occupational Health and Safety Assessment Series OHSAS 18001
- Managing for health and safety (HSG65)

5. ROLES & RESPONSIBILITIES

5.1 Board of Trustees

The Board of Trustees has ultimate responsibility for Health and Safety matters within the Education Alliance, however, will delegate day-to-day responsibility to the Chief Executive Officer and Local Governing Bodies.

The Trust has a duty to take reasonable steps to ensure that staff and students are not exposed to risks to their Health and Safety. This applies to activities on or off the school premises.

The Trust, as the employer, also has a duty to:

- Assess the risks to staff and others affected by school activities in order to identify and introduce the Health and Safety measures necessary to manage those risks.
- Inform employees about risks and the measures in place to manage them.
- Ensure that adequate Health and Safety training is provided.

5.2 Audit and Risk Committee

The Audit & Risk Committee's responsibilities are to:

- Identify and review mitigations for risk within the Trust and keep the Trust Board informed on all Health and Safety matters.
- Inform and advise the Board of Trustees on: -
 - - the review of Health and Safety policies and procedures
 - - risk mitigation
- Monitor and report to the Trust Board on the effectiveness of the Trust's Health and Safety systems.

5.3 Chief Executive Officer

The Chief Executive Officer is responsible for:

- Ensuring the Trust has systems and processes in place to implement this Policy.
- Ensuring that adequate resources and appropriate facilities are available to meet the requirements of the Policy.
- Ensuring that inspections, audits, reports, recommendations and changes to legislation are fully considered and acted upon.

5.4 Director of Facilities and Estates

The Director of Facilities and Estates is the Trust's designated Executive Director lead for Health and Safety, with responsibility for driving Health and Safety within academies across the Trust and, as such, is responsible for ensuring that systems are in place and adhered to in order to minimise the likelihood of enforcement action, penalties and prosecutions.

The Director of Facilities and Estates will:

- Fulfil the legal position of the Trust's "Authorised Person" and "Responsible Person"
- Act as the Trust's landlord, responsible for all site acquisitions and disposals, leases, licenses, property matters and SLA's.
- Consider the impact of Health and Safety in strategic and operational decision making.
- Implement ways to reduce the likelihood of people being harmed by the Trusts' activities.
- Support Headteachers and/or Premises Managers in ensuring sites are safe learning and working environments for students, staff, visitors, contractors and customers.
- Escalate Health and Safety concerns to the Headteacher, where recommendations and/or instructions have not been followed by the Premises Manager
- Deliver or support the delivery of school estates projects, in line with the Trust estates plan.

- Monitor findings from Health and Safety audits, compliance audits, inspections and Reporting of Injuries Diseases and Dangerous Occurrences Regulations (RIDDOR) reports to drive changes to policy and procedures where required.
- Implement and monitor an informed, proportionate and prioritised risk management system for the Trust.
- Ensure that Trust suppliers and contractors have been appropriately vetted for Health and Safety standards.
- Ensure there is an effective accident and incident reporting and investigation procedure across the Trust and that accidents and incidents are monitored to ensure adequate accident investigation processes are being carried out and that control measures are being put in place to reduce the likelihood of accidents and injuries occurring.
- Ensure that the Trust and its academies have adequate emergency plans and procedures for the safe evacuation of the Trust's premises.
- Ensure there is an effective programme of Health and Safety inspections.
- Produce a suite of Risk Assessments, Safe Working Methods and suggest appropriate control measures to be adopted by Trust Schools.
- Organise and chair scheduled Health and Safety Meetings with Trade Union Representatives, producing agenda's and circulating minutes where appropriate.
- Present Health and Safety reports to the Executive Team, Audit & Risk Committee and Board of Trustee's.

5.5 Headteacher's (Director of Facilities and Estates for Central Services)

Headteacher's are responsible for implementing and complying with the Trust's Health and Safety policy and the day-to-day Health and Safety Management within their school, this includes any 3G pitches and sports centres.

This involves, as far as is reasonably practicable:

- Ensuring that the Health and Safety policy is effectively implemented in all areas under their control.
- Allocating sufficient resources to achieve the policy's objectives.
- Ensuring there are enough staff to safely supervise students.
- Reviewing the Health and Safety performance of areas under their control.
- Understanding Health and Safety related policies and procedures and disseminating them through the management organisation.
- Ensuring that all levels of staff undertake the required Statutory and Mandatory Health and Safety training, including refreshers, according to their responsibilities.
- Ensuring management Health and Safety responsibilities are contained within job descriptions.
- Ensuring that arrangements are in place to consult with staff regarding matters which may affect their health and safety, this could include but is not limited to: School Health and Safety Committees, The inclusion of standing Items on whole school briefings or bulletins and/or on departmental meetings etc.
- Ensuring that arrangements are in place to manage Health and Safety on educational visits, including competent staff and suitable risk assessments being completed.

These duties may be delegated to other competent persons, but oversight and responsibility remains with the Headteacher.

5.6 Premises Manager (Secondary Schools only, In Primary Schools oversight and responsibility for these tasks will lay with the Headteacher, however the tasks may be delegated to other competent persons)

Premises Managers, under the direction of the Headteacher and the guidance of the Director of Facilities and Estates, have delegated duties and responsibilities for Health and Safety within their school.

This involves:

- Being the designated Health and Safety lead and fulfilling the role of competent person on Health and Safety matters within their designated school.
- Ensure compliance, cyclical works and health and safety inspections are carried out and recorded and any remedial works are reported to the Headteacher.
- Ensuring contractors comply with safe working practices.
- Delivering Health and Safety related training to staff, governors, contractors and volunteers.
- Reporting on Health and Safety performance and issues to the Headteacher or designated member of the SLT and the Director of Facilities and Estates.
- Reporting to the Director of Facilities and Estates any actions taken by enforcement agencies, both formal and informal.
- Investigating accidents, near misses and cases of injury or ill health arising from health and safety. Any issues relating to stress at work are to be referred to the HR department by the Premises Manager, following consultation with the Headteacher or designated SLT member.
- Ensuring that in their absence, Health and Safety responsibilities are delegated to another competent member of staff.
- Maintaining and reviewing site specific risk assessments, safe systems of work and implementing control measures, in conjunction with the SLT and Heads of Departments for curriculum-based risk assessments.
- Monitoring cleaning contracts where applicable, and ensuring cleaners are appropriately trained and have access to personal protective equipment, where necessary.
- Co-operating with the Director of Facilities and Estates to maintain safe working practices and safe working areas.
- Where premises are altered or their use changed, the continued safety and suitability of the premises is assessed and maintained.
- Maintaining the site to ensure it is in a safe condition including premises, plant and equipment.
- Co-ordinate First Aid arrangements for the school.

5.7 Line Managers and Supervisory Staff

Staff with line management responsibilities, under the direction of the Headteacher and the guidance of the Premises Manager or other Designated Health and Safety Lead, have delegated duties and responsibilities for Health and Safety within their department

This involves:

- Inducting new starters and transferees. The content of the induction will be recorded and signed by the inductee and inductor.
- Maintaining and reviewing risk assessments for their department and ensure safe systems of work and any other control measures are communicated to departmental staff.
- Ensuring the wellbeing of departmental staff is managed effectively.
- Maintaining or having access to an up-to-date library of relevant published Health and Safety guidance from sources such as CLEAPSS and AfPE; and ensure that all staff are aware of and make use of such guidance.
- Carrying out and recording regular inspections of their areas of responsibility to ensure that equipment, furniture and activities are safe.
- Reporting any defaults in line with local procedures where required.
- Ensuring, so far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and students to avoid hazards and contribute positively to their own Health and Safety.
- Establishing acceptable housekeeping and safe storage standards, in all areas of their responsibility.
- Adopting a pro-active approach to Health and Safety by ensuring that all hazards, accidents and near misses occurring within their department are promptly recorded and reported.
- Acting on reports from any member of staff.
- Ensuring the essential training needs of their staff are identified, fulfilled and monitored.

5.8 All Staff

Every Trust employee or officer, regardless of employment status, is expected to co-operate with the Trust's Senior Management Team and the school's Headteacher on all aspects of Health and Safety, and in accordance with Section 7 of the Health and Safety at Work etc. Act, take reasonable care of their own safety and that of others who may be affected by their acts or omissions.

Furthermore, Staff will:

- Comply with the Trust's Health and Safety Policies and Procedures.
- Work in accordance with training and instructions given, following agreed risk assessments and safe systems of work and where appropriate national guidelines.
- Inform their line manager or appropriate person of any work situation representing a serious and immediate danger so that remedial action can be taken.
- Report accidents, incidents, near misses, cases of work-related ill-health and shortcomings in Health and Safety arrangements to their line manager or appropriate person.
- Take reasonable care of the Health and Safety of students in the same way that a prudent parent would do so.
- Model safe and hygienic practice for students.
- Understand emergency evacuation procedures and feel confident in implementing them.
- Not intentionally or recklessly interfere with or misuse anything provided in the interests of safety, health or wellbeing, or to do anything likely to endanger themselves or others.
- Use tools, equipment, PPE and materials provided for their intended use only, in accordance with the information, instruction and training they have been given, ensuring that damaged faulty equipment is not used and reported to their line manager.

5.9 Students and Parents

Students and parents are responsible for following the school's Health and Safety advice, on-site and off-site (when participating in a school activity) and for reporting any Health and Safety incidents to a member of staff who will, where necessary, escalate to the Premises Manager or Headteacher.

5.10 Contractors

Contractors will agree Health and Safety practices, including the submission and approval of detailed Risk Assessments and Method Statements (RAMS) with the Premises Manager or Director of Facilities and Estates before commencing work.

Prior to work commencing, the contractor will be inducted by the Premises Manager or Director of Facilities and Estates who will ensure the contractor has signed in, has an ID badge, is familiar with the working environment and where they can and cannot access, is familiar with The Education Alliance's Policies and Procedures, where and how the contractor can source a permit to work (if required) and that they are familiar with the RAMS elements of their planned work including checking of the asbestos register.

5.11 Work Experience, Volunteers and Regular Visitors

Persons on work experience placements, volunteers and regular visitors must be inducted into the school's specific safety arrangements by the supervising member of staff.

The content of the induction will be recorded and signed by the inductee and inductor.

5.12 Customers

Customers of on-site 3G Pitch's, Sports Centres and Other Facilities are responsible for following the site's Health and Safety advice and for reporting any Health and Safety incidents to a member of staff who will, where necessary, escalate to the Premises Manager or Headteacher.

5.13 Employee Representation

Union Safety Representatives will be recognised in line with the Safety Representatives and Safety Committee Regulations 1977. Unions are recognised by the Trust as playing an important role in partnership to the management of Health and Safety within the Trust.

Recognised Trade Union Representatives have the rights and function as set out in the above legislation.

For schools which do not have in place Union Safety Representatives, the Trust will seek to communicate with staff via Health and Safety Champions (which in most schools will be the Premises Manager) under the Health and Safety (Consultation with Employees) Regulations 1996.

6. PROCEDURES

6.1 Accident/Incident/Work Related Ill-Health Case/Near Misses

Any of the above are required to be recorded on the relevant report form/system.

6.1.1 Accident Record Book

- An accident form will be completed as soon as possible after the accident occurs by the member of staff or first aider who deals with it. The completed form is to be returned to the Premises Manager or Director of Facilities and Estates.
- As much detail as possible will be supplied when reporting an accident.
- Information about injuries for students will also be kept in the students' educational record.
- Records held in the first aid and accident book will be retained by the school for a minimum of 3 years, in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979, and then securely disposed of.

6.1.2 Accident and Incident Investigation

The main purpose of an accident or incident investigation is to determine the causes of the accident/incident and identify any remedial action that may help to prevent a recurrence.

In secondary schools, Premises Managers are responsible for investigating any accidents that occur within their School. In Primary Schools, The Director of Facilities and Estates is responsible for investigating any accidents that occur.

Records of the findings of all accident investigations, witness statements and any remedial actions taken must be kept for future reference.

The four steps featured in an accident investigation are:

- the gathering of information;
- the analysing of information;
- identifying risk control measures;
- the action plan and its implementation.

Assistance in investigating serious or complicated accidents will be in conjunction with the Director of Facilities and Estates, if necessary.

6.1.3 Reporting to the Health and Safety Executive

The Premises Manager or Director of Facilities and Estates will keep a record of any accident which results in a reportable injury, disease, or dangerous occurrence as defined in the RIDDOR 2013 legislation (regulations 4, 5, 6 and 7).

The Premises Manager will report these to the Headteacher, and the Director of Facilities and Estates as soon as is reasonably practicable.

The Director of Facilities and Estates will report these to the Health and Safety Executive as soon as is reasonably practicable and in any event within 10 days of the incident.

Reportable injuries, diseases or dangerous occurrences include:

- Death
- Specified injuries; specifically:
 - Fractures, other than to fingers, thumbs and toes.
 - Amputations.
 - Any injury likely to lead to permanent loss of sight or reduction in sight.
 - Any crush injury to the head or torso causing damage to the brain or internal organs.
 - Serious burns (including scalding).
 - Any scalping requiring hospital treatment.
 - Any loss of consciousness caused by head injury or asphyxia.
 - Any other injury arising from working in an enclosed space which leads to hypothermia or heat-induced illness, or requires resuscitation or admittance to hospital for more than 24 hours.
- Injuries where an employee is away from work or unable to perform their normal work duties for more than 7 consecutive days.
- Where an accident leads to someone being taken to hospital. Note: There is no requirement to report incidents where people are taken to hospital purely as a precaution when no injury is apparent.
- Where something happens that does not result in an injury, but could have done.
- Near-miss events that do not result in an injury, but could have done. Examples of near-miss events relevant to schools include, but are not limited to:
 - The collapse or failure of load-bearing parts of lifts and lifting equipment.
 - The accidental release of a biological agent likely to cause severe human illness.
 - The accidental release or escape of any substance that may cause a serious injury or damage to health.
 - An electrical short circuit or overload causing a fire or explosion.

6.1.4 Notifying Parents

A designated member of staff in school will inform parents and the Headteacher of any accident or injury sustained by a student, and any first aid treatment given, on the same day, or as soon as reasonably practicable.

6.1.5 Reporting to Ofsted and Child Protection Agencies

The Headteacher will notify Ofsted of any serious accident, illness or injury to, or death of, a student while in the school's care. This will happen as soon as is reasonably practicable, and no later than 10 days after the incident.

A member of staff, usually a member of SLT, will also notify any relevant child protection agencies of any serious accident or injury to, or the death of, a student while in the school's care.

6.2 Asbestos

The Trust acknowledges the Health hazards arising from exposure to asbestos and will protect students and staff and other persons potentially exposed as far as is reasonably practicable. This will be achieved by minimising exposure through the management of asbestos containing materials in the workplace premises.

To manage the hazard, The Education Alliance has developed and implemented a Trust wide Asbestos Management Policy to ensure they meet the requirements of the Control of Asbestos at Work Regulations 2012. The Asbestos Management Policy is available to view in the Policies and Procedures section of the Trust's internet site.

6.3 Surveillance Cameras

The Education Alliance recognises the importance of protecting their students, staff and visitors and the prevention and detection of crime.

The Education Alliance has developed and implemented a Trust wide Surveillance Camera Policy. The Policy is available to view in the Policies and Procedures section of the Trust's internet site.

The policy covers the requirements detailed in the Data Protection Act 2018 and CCTV Code of Practice 2020 and is aimed at the use of CCTV and similar surveillance equipment that monitors and records images from applicable areas.

6.4 Control of Contractors

Premises Managers or the Director of Facilities and Estates will plan, co-ordinate, control and monitor the activities of contract companies to effectively minimise the risks presented to staff, other persons on site and the public.

Furthermore, the Education Alliance is committed to ensuring that where any construction work is carried out at its premises, it is done so without risks to the Health and Safety of its staff or others and in accordance with the requirements of the Construction (Design and Management) Regulations 2015 and related statutes. Please also see Section 4.10.

6.5 Control of Substances Hazardous to Health (COSHH)

The Education Alliance acknowledges that no substance can be considered completely safe. All reasonable steps will be taken to ensure that all exposure of staff and others to substances hazardous to health is prevented or at least controlled to within statutory limits.

Hazardous substances can take many forms including:

- Chemicals
- Products containing chemicals
- Fumes
- Dusts
- Vapours
- Mists
- Gases and asphyxiating gases
- Germs that cause diseases, such as leptospirosis or legionnaires disease

The Education Alliance undertakes to control exposure by mechanical means where reasonably practicable. Where exposure cannot be adequately controlled by mechanical means, appropriate personal protective equipment (PPE) will be provided free of charge after consultation with staff or their representatives.

Staff will be provided with comprehensible information and instruction on the nature and likelihood of their exposure to substances hazardous to health. COSHH risk assessments are completed by Premises Managers or Heads of Department i.e. Science and circulated to all employees who work with hazardous substances.

Staff will use and store hazardous products in accordance with instructions on the product label. All hazardous products are kept in their original containers, with clear labelling and product information.

Hazardous products will be stored as noted on the manufacturer's guidelines and in line with any regulations i.e. COSHH. Where no regulations exist, as a minimum they will be kept in a lockable cupboard with limited access.

Any hazardous products are disposed of in accordance with specific disposal procedures.

Emergency procedures, including procedures for dealing with spillages, are displayed near where hazardous products are stored and in areas where they are routinely used.

6.6 Display Screen Equipment (DSE)

All reasonable steps will be taken by the Education Alliance to secure the Health and Safety of staff who work with Display Screen Equipment.

The Education Alliance acknowledges that Health and Safety hazards may arise from the use of this equipment. It is the intention of the Trust to ensure that any risks are reduced to a minimum.

Whilst it is generally recognised that the use of Display Screen Equipment can be undertaken without undue risks to health, it is appreciated that some staff may have genuine reservations and concerns. The Trust will seek to give information and training to enable a fuller understanding of these issues.

- Staff who use computers daily as a significant part of their normal work will undertake a display screen equipment (DSE) self-assessment. Where issues are highlighted in the self-assessment a trained member of staff will undertake a workstation assessment, making recommendations for improvements to workstations where appropriate. 'Significant' is taken to be continuous/near continuous spells of an hour or more at a time.
- Staff identified as DSE users are entitled to an eyesight test for DSE use upon request, and at regular intervals thereafter, by a qualified optician (and corrective glasses provided if required specifically for DSE use). The Trust's Procedure for DSE user eye examinations and glasses provides further information.

6.7 Driving for Work

The Education Alliance recognises that the use of motor vehicles on Trust business requires additional Health and Safety measures to protect both staff and third parties.

The Trust provides emergency business use insurance for staff that use their own vehicles for emergency business purposes i.e., to transport a child to the hospital.

It is the staff member's responsibility to ensure that any vehicle they use for business purposes outside of emergency situations is appropriately insured for Business cover, is road worthy and complies with all national legislation and guidance.

It is also the staff member's responsibility to ensure they fully comply with The Education Alliance's Child Protection Policy, specifically in this instance in relation to the transportation of students.

6.8 Electrical Equipment Safety

All reasonable steps will be taken to secure the Health and Safety of staff who use, operate or maintain electrical equipment. The Education Alliance acknowledges that work with and on electrical equipment can be hazardous and it is therefore the Education Alliance's intention to reduce the risks as far as is possible.

The Education Alliance has developed and implemented a Trust wide Electrical Safety Policy. The Electrical Safety Policy is available to view in the Policies and Procedures section of the Trust's internet site.

6.9 Fire Safety

The Education Alliance recognises the importance of protecting students, staff, visitors and others from any fire-related risks associated with the work undertaken and is committed to complying with any relevant legal duties and obligations. As far as is reasonably practicable, all steps shall be taken to prevent fire from occurring.

The Education Alliance has developed and implemented a Trust wide Fire Safety Policy. The Fire Safety Policy is available to view in the Policies and Procedures section of the Trust's internet site.

6.10 First Aid at Work

The Trust is committed to providing sufficient numbers of first aid personnel to deal with accidents and injuries occurring at work areas under the control of the Trust.

To this end, the Trust will provide information and training on first aid to staff to ensure that statutory requirements of the Health and Safety (First Aid) Regulations 1981 are adhered to.

6.11 Gas Safety

The Premises Manager or Director of Facilities and Estates will ensure that:

- Installation, maintenance and repair of gas appliances and fittings is only carried out by a competent Gas Safe registered engineer.
- Gas pipework, appliances and flues are regularly maintained.
- All rooms with gas appliances are checked to ensure that they have adequate ventilation.

6.12 Infection Prevention and Control

The Education Alliance follows national guidance published by Public Health England (PHE) when responding to infection control issues. The Education Alliance will encourage staff and students to follow this good hygiene practice, outlined below, where applicable.

Staff will ensure that the storage of all medications fully comply with the Management of Medicines Policy.

6.12.1 Handwashing

- Wash hands with liquid soap and warm water, and dry hands.
- Always wash hands after using the toilet, before eating or handling food, and after handling animals.
- Cover all cuts and abrasions with waterproof dressings.

6.12.2 Coughing and sneezing

- Cover mouth and nose with a tissue and dispose appropriately.
- Wash or sanitise your hands after using or disposing of tissues.

6.12.3 Personal protective equipment

- Wear disposable non-powdered vinyl or latex-free CE-marked gloves and disposable plastic aprons where there is a risk of splashing or contamination with blood/body fluids (for example, nappy or pad changing, during first aid etc.)
- Wear goggles if there is a risk of splashing to the face.
- Use the correct personal protective equipment when handling cleaning chemicals.

6.12.4 Cleaning of the environment

- Clean the environment, including toys and equipment where appropriate, frequently and thoroughly.

6.12.5 Cleaning of blood and body fluid spillages

- Clean up all spillages of blood, faeces, saliva, vomit, nasal and eye discharges immediately and wear personal protective equipment.
- When spillages occur, clean using a product that combines both a detergent and a disinfectant and use as per manufacturer's instructions. Ensure it is effective against bacteria and viruses and suitable for use on the affected surface.
- Never use mops for cleaning up blood and body fluid spillages – use disposable paper towels and discard clinical waste as described below.
- Make spillage kits available for blood spills.

6.12.5 Laundry

- Wash soiled garments separately and at the hottest wash the fabric will tolerate.
- Wear personal protective equipment when handling soiled garments.
- Bag children's soiled clothing to be sent home, never rinse by hand.

6.12.6 Clinical waste

- Always segregate domestic and clinical waste, in accordance with local policies.
- Used nappies/pads, gloves, aprons and soiled dressings are stored in correct clinical waste bags in foot-operated bins.
- Remove clinical waste with a registered waste contractor.
- Remove all clinical waste bags when they are two-thirds full and store in a dedicated, secure area while awaiting collection.

6.12.8 Students vulnerable to infection

Some medical conditions make staff and students vulnerable to infections that would rarely be serious in most children. The school will normally have been made aware of such vulnerable children. These children are particularly vulnerable to chickenpox, measles or slapped cheek disease (parvovirus B19) and, if exposed to either of these, the parent/carers will be informed promptly.

6.12.9 Exclusion periods for infectious diseases

The school will follow recommended exclusion periods outlined by Public Health England. In the event of an epidemic/pandemic, The Education Alliance will follow advice from Public Health England about the appropriate course of action.

6.13 Lettings

Those who hire any aspect of the school site or any facilities will be made aware of the content of the school's Health and Safety policy and will have read and signed the lettings form will have responsibility for complying with it.

6.14 Lone Working

The Education Alliance acknowledges that due to the nature of work they undertake, lone working situations cannot be eliminated, which might include work during school holiday periods, evening or weekend working, off site visits and/or working in a single occupancy office. Prior to undertaking any form of lone working, the school's Lone Working Risk Assessment and lone working guidance document should be referred to.

Potentially dangerous activities, such as those where there is a risk of falling from height, will not be undertaken when working alone. If there are any doubts about the task to be performed then the task will be postponed until other staff members are available.

6.15 Monitoring Health and Safety

The Trust acknowledges that effective monitoring arrangements must be in place to ensure effective Health and Safety standards are maintained.

Premises Managers will work with their Headteacher and the Director of Facilities and Estates to introduce a review and monitoring programme focusing on the following areas:

- Reviews of all Health and Safety related policies.
- Reviews of Health and Safety guidance documents.
- Premises Manager's and Heads of Department will review risk assessments and safe methods of working procedures.
- Review the numbers and types of incidents and cases of work-related accidents, incidents and ill-Health.
- Review compliance against the Trust's statutory and mandatory training matrix

The Trust's Health and Safety performance will be reported at least annually to the Trust Board.

6.16 Moving and Handling

The Education Alliance acknowledges that due to the nature of work it undertakes, moving and handling activities present a risk to staff.

It is up to individuals to determine whether they are fit to lift or move equipment and furniture and have relevant training to do so. If an individual feels that to lift an item could result in injury or exacerbate an existing condition, they must ask for assistance.

The school will ensure that proper mechanical aids and lifting equipment are available in school, and that there will be staff available who are trained in how to use them safely.

Staff and students are expected to use the following basic manual handling procedure:

- Plan the lift and assess the load. If it is awkward or heavy, use a mechanical aid, such as a trolley, or ask another person to help.
- Take the most direct route that is clear from obstruction and is as flat as possible.
- Ensure the area where you plan to offload the load is clear.
- When lifting, bend your knees and keep your back straight, feet apart and angled out. Ensure the load is held close to the body and firmly. Lift smoothly and slowly and avoid twisting, stretching and reaching where practicable.

6.17 New and Expectant Mothers

The Education Alliance will take all reasonable steps to safeguard the Health, Safety and Welfare of new and expectant mothers and of their unborn children.

The Education Alliance undertakes to assess all risks to new and expectant mothers arising from their work activities and to take implement appropriate control measures.

Risk assessments will be carried out whenever any employee or student notifies the school that they are pregnant. Appropriate measures will be put in place to control risks identified. Some specific risks are summarised below:

- Chickenpox can affect the pregnancy if a woman has not already had the infection. Expectant mothers should report exposure to their antenatal carer and GP at any stage of exposure. Shingles is caused by the same virus as chickenpox, so anyone who has not had chickenpox is potentially vulnerable to the infection if they have close contact with a case of shingles.
- If a pregnant woman comes into contact with measles or German measles (rubella), she should inform her antenatal carer and GP immediately to ensure investigation.
- Slapped cheek disease (parvovirus B19) can occasionally affect an unborn child. If exposed early in pregnancy (before 20 weeks), the pregnant woman should inform her antenatal care and GP as this must be investigated promptly.
- The school will inform staff if there has been a case of any of the above viruses within the school.

Trust schools will provide suitable facilities where pregnant and breastfeeding mothers can rest as well as providing access to a private, healthy and safe environment for breastfeeding mothers to express and store milk.

6.18 Night Work and Shift Work

The Trust, in recognising the obligations placed upon it by the various statutory instruments in respect of hours of work, will take such steps as it considers necessary to meet those obligations.

The Trust will endeavour, so far as is reasonably practicable, to maintain similar standards of Health, Safety and Welfare for people who are required to work shifts as those enjoyed by persons on normal day work. Where deemed necessary, care will be taken to monitor the effect of shift work on the individual and, in the event of any problems, action will be taken to address these by medical treatment, counselling or other appropriate means.

6.19 Noise at Work

The Trust will take all reasonable steps necessary to ensure that the risk of hearing damage to staff who operate noisy equipment or work in a noisy environment is reduced to a minimum.

The Trust also recognises that noise levels below those which cause hearing damage, in offices for example, can still cause problems such as disturbance, interference with communication and stress, and will take all reasonable steps to reduce noise levels as far as possible.

The Trust will also take all reasonable steps to minimise the disturbance caused by noise from Trust premises affecting people in the neighbourhood.

6.20 Off-site visits and sports fixtures

When taking students off the school premises, The Education Alliance will ensure that:

- A risk assessment has been completed and approved prior to the visit taking place (generic risk assessments for all sports fixtures are to be completed at the start of each year by a PE teacher)
- All off-site visits are appropriately staffed
- Staff will take a school mobile phone, a portable first aid kit, information about the specific medical needs of students along with the parents' contact details
- There will always be at least one first aider on school trips and visits
- There will always be at least one first aider with a current paediatric first aid certificate on school trips and visits, as required by the statutory framework for the Early Years Foundation Stage.

6.21 Personal Protective Equipment (PPE)

The Trust will provide personal protective equipment when the risk presented by a work activity cannot be adequately controlled by other means. All reasonable steps will be taken by the Trust to secure the Health and Safety of staff who work with PPE. It is the member of staff's responsibility to notify their line manager when their PPE becomes in need of replacement.

The Trust acknowledges that Health and Safety hazards will have been identified if this equipment is used. It is the intention of the Trust to ensure, through the proper use of this equipment, that any risks are reduced to a minimum.

6.22 Pressure Systems

The Trust will, so far as is reasonably practicable, ensure that all pressure systems used or owned are safe. The design, construction, repair and modification of pressure systems will be managed so as to prevent danger and such relevant information as is required in law, will be made available and kept for record purposes.

6.23 Records

The Trust acknowledges both the managerial and legislative requirement for effective Health and Safety record keeping.

Premises Managers are responsible for the central administration of document control procedures, obtaining the correct authorisations, maintaining document identity and issue status, controlling distribution, updating and keeping archive files at their school.

Heads of Departments will be responsible for maintaining Health and Safety records for their department.

These will be reviewed on an on-going basis by the Premises Manager or Director of Facilities and Estates.

6.24 Risk Assessment (Health and Safety)

The Education Alliance accepts that some of its activities may, unless properly controlled, create risks to staff members and other people who enter the premises including students and other vulnerable people. The Education Alliance will take all reasonably practicable measures to reduce these risks to an acceptable level.

The Education Alliance will take all reasonable steps to ensure that risk assessments are carried out which will detail the range of hazards associated with the use of premises and working operations together with any necessary remedial actions.

Appropriate risk assessments will be undertaken prior to any off site trips, visits or extra curricula activities taking place.

Where premises are altered or their use changed, the continued suitability of the premises will be assessed.

Standard risk assessment forms and guidance on completing them have been developed and are available on the Trust's internet site.

6.25 Security

The Premises Manager or Headteacher is responsible for the security of the school site in and out of school hours.

The Estates Department/Caretaking Team are responsible for visual inspections of the site, and for the intruder and fire alarm systems.

The Estates Department/Caretaking Team are key holders and will respond to an emergency.

6.25.1 Violence at Work

The Education Alliance believe that staff should not be in any danger at work and will not tolerate physically and/or verbally violent or threatening behaviour towards their staff.

All staff will report any incidents of physical and/or verbal aggression or violence (or near misses) directed to themselves to their line manager or Headteacher immediately. This applies to physical and verbal violence from students, visitors or other staff.

6.26 Signs/Signage

Safety signage will be provided where required throughout the Trust. The Safety signage will conform to the requirements of the Health and Safety (Signs and Signals) Regulations 1996.

6.26 Slips, Trips and Falls

The Education Alliance acknowledges that slips, trips and falls are the most common cause of major injuries in the United Kingdom.

The Education Alliance will take all reasonably practicable measures to ensure that all workplaces and grounds under its control, are safe and without unnecessary risks of slips, trips and falls to all persons accessing them.

6.27 Smoking

The Education Alliance operates a policy of no smoking and vaping on any Trust property including vehicles for students, staff, contractors and visitors. Signage indicating this policy is clearly displayed across Trust sites.

6.28 Stress at Work

The Education Alliance recognises that excessive pressure can have a negative effect on health and on performance at work.

The Education Alliance is committed to promoting good health and wellbeing at work and is therefore concerned to recognise the negative effects that stress may have. The Education Alliance recognise the importance of identifying and reducing workplace stressors through risk assessment and systems are in place within the school for responding to individual concerns, monitoring staff workloads and providing suitable support mechanisms for members of staff suffering from the negative effects of stress.

All reported incidences of work related stress will be referred to the school's HR department, who will work with the staff member's line manager (where appropriate) to ensure suitable support mechanisms are put into place, which may include conducting a wellness action plan with the member of staff.

The Trust will refer any employee to Occupational Health for an assessment if they are concerned. The Trust also has a Trust Employee Assistance Programme which includes counselling. This service is confidential and accessible 24 hours a day, 365 days a year for all employees.

6.29 Training

Increasing knowledge and awareness through information and training plays an important part in the Education Alliance's systems for managing Health and Safety.

For all staff joining the Education Alliance or moving to a different location within the Trust, induction training will be provided.

Staff who work in high-risk environments, such as in science laboratories or with woodwork equipment, or work with students with special educational needs (SEN), are given additional Health and Safety training in line with the Trust's training needs analysis.

6.30 Waste Management

The Education Alliance is committed to ensuring the Health, Safety and Welfare of its staff and of others who may be affected by the waste materials which result from its work. The policy is to arrange for the disposal of all waste products regularly, safely and in accordance with statutory requirements.

The Education Alliance has developed and implemented a Trust wide Sustainability Policy and Strategy Statement, which contains details on the Trust's approach to waste management and recycling. The Policy is available to view in the Policies and Procedures section of the Trust's internet site.

6.31 Water Safety Management

The Education Alliance operates a wide number and variety of buildings and understands that the air conditioning, heating and water systems present a legionellosis hazard.

To manage the hazard posed by water, The Education Alliance has developed and implemented a Trust wide Water Management Policy. The Water Management Policy is available to view in the Policies and Procedures section of the Trust's internet site.

5.33 Work Equipment

The Trust is responsible for ensuring that all work equipment is maintained according to the manufacturer's specifications through Planned Preventative Maintenance Programmes (PPM's).

Only trained personnel should be allowed to operate work equipment without supervision. It is the duty of all staff to read, understand and comply with the instructions for use of any items of equipment used.

Where equipment is hired in, the supplier will be asked to supply inspection and maintenance documentation for the equipment in line with the requirements of the Provision and Use of Work Equipment Regulations 1998 and the Trust's Electrical Safety Policy.

When new equipment is purchased, it is to be checked by the member of staff responsible for its use to ensure that it meets appropriate educational standards and conforms to the Trust's Electrical Safety Policy.

All equipment is to be stored in the appropriate storage containers and areas. All containers are labelled with the correct hazard sign and contents

6.33.1 Specialist Equipment

Individuals are responsible for their own equipment including wheelchairs. In school, staff will promote the responsible use of wheelchairs.

Oxygen cylinders are stored in a designated space, and staff are trained in the removal storage and replacement of oxygen cylinders where required.

6.33.2 PE Equipment

Teaching staff are responsible for:

- Teaching students how to carry out and set up PE equipment safely and efficiently and in accordance with national guidelines.
- Checking that PE equipment is set up safely.
- Any concerns about the condition of the gym floor or other apparatus will be reported immediately to the Premises Manager.
- The Premises Manager is responsible for ensuring PE equipment is maintained and inspected in accordance with the manufacturer's specifications.

6.34 Working at Height

It is the Education Alliance's policy to avoid any work at height where it is reasonably practicable to do so. Where working at height is unavoidable, then all reasonable steps shall be taken by the Education Alliance to ensure that work is properly planned, supervised and carried out by competent people with the skills, knowledge and experience to do the work.

In addition:

- The Premises Manager retains ladders for working at height
- Students are prohibited from using ladders
- Staff will wear appropriate footwear and clothing when using ladders
- Contractors are expected to provide their own ladders for working at height
- Before using a ladder, staff are expected to conduct a visual inspection to ensure its safety
- Access to high levels, such as roofs, is only permitted by trained persons

The Education Alliance shall provide the necessary preventive and protective measures to prevent falls of persons or materials from the workplace and will liaise with any other persons involved in the work activity.

The staff members and any other person involved in the work activity shall cooperate in the implementation of this policy.

Comprehensive information is provided in The Education Alliance's Working at Height Policy which is available to view in the Policies and Procedures section of the Trust's internet site.

6.35 Working Time

The Education Alliance will comply with the requirements of the Working Time Regulations 1998 (as amended).

6.36 Young Persons

The Education Alliance is aware of the additional risks that may follow as a consequence of the employment of young persons and will take all measures necessary to minimise those risks so far as is reasonably practicable.

The Education Alliance will assess and document the additional risks and measures provided, to ensure the Health and Safety of young persons.

The Education Alliance is aware of the statutory restrictions imposed upon work undertaken by young persons and will comply with these restrictions. Young persons will be given the raised level of information, instruction, training and supervision required to enable them to work safely.

7. IMPLEMENTATION

This policy will be disseminated to all staff, volunteers, governors and contractors.

Each member of staff will also receive a copy as part of their annual policy update pack and will be asked to sign that the policy has been read and understood. Additional hard copies will be available in the school's Estates Department. The policy will also be stored on the Trust/school websites.

8. MONITORING COMPLIANCE WITH AND EFFECTIVENESS OF THIS POLICY

The effectiveness and compliance of this Policy will be monitored by the Director of Facilities and Estates. This will be done in the following ways:

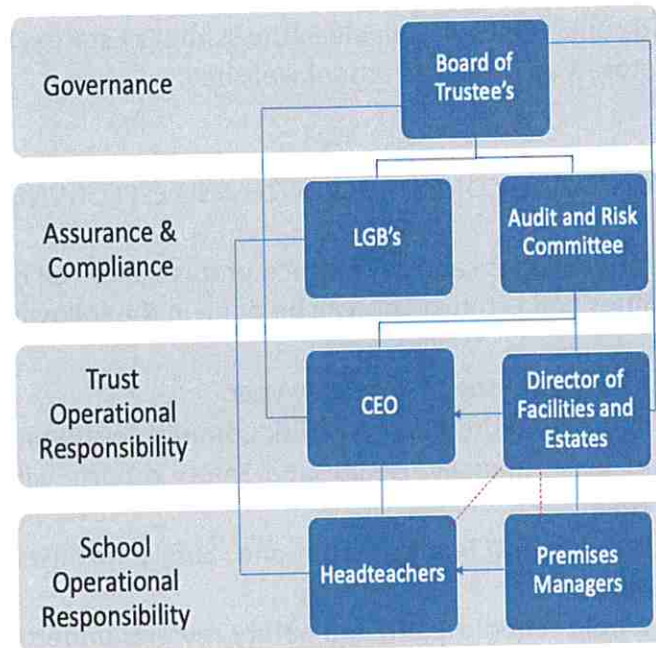
- A review of the policy every year.
- Items from the Audit and Risk Committee submitted to the Board of Trustees.
- At least annually, Health and Safety reports will be submitted to the Executive Team.
- Department/Team Health and Safety reviews undertaken by the Premises Manager.
- Whole school Health and Safety reviews undertaken by the Director of Facilities and Estates.
- Local Governing Bodies will monitor the outcomes and impact of this policy on their school on a regular basis in conjunction with local trade union secretaries.

APPENDIX 1 – HEIRARCHY OF RESPONSIBILITY

Key

Blue = Reporting Line (s)

Red = Lines of Advice



REVIEW DATE	NAME / TITLE	SIGNATURE
5 TH OCTOBER 2022	LUC PERQUIN – DIRECTOR OF ESTATES	