



Health & Safety Policy academic year (2016/17)

Date Ratified	Review Date
May 2016	May 2017

Revision History

Date of Revision	Summary of Changes	Approved	Approved
Dec. 2010	Revision to format	SA	AM
Dec. 2011	No Change	SA	AM
Dec. 2012	Ratified by governor, change of name to Health & Safety Governor (Clare Smallman)	SA	AM
Jan. 2014	Ratified by governor, change of name to Health & Safety Governor (Nick Barnes)	SA	AM
Jan.2015	No Changes	SA	AM
May 2016	EVC added – Mrs Ashford Eaton New morning routine added, children come in to school at 8.50am	SA	AM



1. HEALTH AND SAFETY POLICY STATEMENT

1.1 Mossley C.E. Primary School recognises its duty of care for the health, safety and well-being of its children and employees. It will take effective steps to ensure that this is achieved, so far as is reasonably practicable. In discharging this responsibility it will take into account its parallel obligations for the Health and Safety of pupils, visitors and others who might be affected by its operations.

1.2 The provisions in this Policy are intended to ensure that Health and Safety is an integral part of the general process of risk management which the school operates. Thus, Health and Safety will be included in the school's review and planning process as an issue essential to the development and maintenance of the school's management systems.

1.3 The purpose of the Policy is:

- To provide the necessary authority and support for staff as they make their respective contributions to health and safety.
- To set out duties and responsibilities.
- To recognise the partnership necessary with the LA to ensure that all statutory duties in this field are met.
- To emphasise the importance of keeping hazards under control by making an assessment of operating risks.

1.4 The Governing Body is committed to securing the health, safety and well-being of employees, pupils and others affected by the school's activities, including visitors and contractors. Everyone has a part to play in bringing this into effect and full co-operation is therefore expected. For employees, this is not only a matter of common sense, but also is a legal duty.

1.5 All employees, regardless of seniority, have a duty to take care of themselves and others who might be affected by their acts or omissions. Staff should use equipment and working methods approved by their supervisor / senior colleague. Special care should be taken with the health and safety issues of any new venture.

2. ORGANISATION AND ARRANGEMENTS FOR IMPLEMENTING THE POLICY

2.1 The headteacher has overall responsibility for the implementation of this Policy. To facilitate this, the head, Mrs Sue Aston, is the Health and Safety Co-ordinator and Mr Nick Barnes is the named Health and Safety Governor. Each line manager will recognise and accept a



personal role in ensuring that arrangements for Health and Safety are effective within his or her respective area. Collectively, the Governing Body requires Health and Safety to be taken into account in the proposals which come before it and will seek to encourage a positive climate in which Health and Safety can flourish.

Risk Assessment

- 2.2 The underlying process, which secures this Policy, is risk assessment. Assessments of significant risks will be made in conjunction with those affected and recorded in writing. It will be the responsibility of the headteacher, subject coordinators and line managers to ensure that relevant risk assessments are maintained and kept up to date. Where no guidance exists on a specific topic, staff will follow the LA risk assessment process. The school uses the EVOLVE county system and all trips are processed through the EVC Mrs Alex Ashford – Eaton and the EVC Governor Andy Mitchell.

Consultation

- 2.3 Employees with concerns should normally raise them with the headteacher / Health and Safety Co-ordinator. However, the Governors welcome the support of trades unions in health and safety matters and staff should feel free to contact the appropriate trade union appointed safety representative. Requests for external help should be raised initially with the headteacher as Health and Safety Co-ordinator, who will seek advice from the Departmental Health and Safety Adviser, on any concerns of employees, which cannot be resolved locally.

Contractors and School Partnerships

- 2.4 Contractors carrying out work for the school will be vetted for their Health and Safety performance. All legislative documentation is filled in and managed by the Project Manager in charge of the work and passed by the Health and Safety Executive. They will be required to act in accordance with this policy and the school's specified local arrangements. Contractors will be required to assess the risks to anyone who might be affected as a result of the performance of the contract. In particular, they will be required to make appropriate arrangements with the headteacher to ensure that the school's Governing Body and users are sufficiently and suitably informed and consulted on issues relevant to risk control. They will need to sign the 'Permit to work form' before starting any work in school. The file is kept by the Office. Public Liability documentation is seen by the school.
- 2.5 School linked partners and hirers will exchange health and safety policies and procedures with the school and ensure that the health and safety of all school staff and users will be protected to a level which is



reasonably practicable and equivalent in standard to that of the school. In particular, partners will be required to provide school staff and others who might be directly affected with sufficient guidance and advice on any risks or procedures which will be new or unusual in comparison with school's activities.

Inspection and Monitoring

- 2.6 The headteacher / Health and Safety Co-ordinator will undertake the necessary arrangements for procedures to be examined and workplaces to be inspected to ensure that precautions remain suitable and sufficient by conducting a whole school annual risk assessment and safety review. Feedback from this process will be referred to the Governing Body via the Resources Committee.

Accident / Incident Reporting

- 2.7 Every adult injury should be reported in the school accident file kept in the Office. Any injury to a child that is more than the 'usual knee injury' i.e. an accident involving injury to the head, face, neck or one that is thought to be a possible break etc will be logged on the slips provided and the slip copy given to the Parents/carers and placed in the in the office for filing..
- An injury that requires medical attention or involves time off work must be investigated by the person in charge of the area or activity. Where the accident falls within the LA accident reporting criteria, the County accident form must be completed by the relevant member of staff, signed by the headteacher and sent to the Health and Safety Team. The school uses the PRIME county system for recording accidents and injuries.

Training and Information

- 2.9 Training and development needs will be evaluated and appropriate briefing and training provided. Health and Safety training will be available to employees and records mainlined by the administrative assistant. The Departmental Health and Safety Manual will be made readily available to employees with relevant notes held on the Intranet for the employees concerned to refer to them.

3. POLICY REVIEW

- 3.1 This Policy will be reviewed annually. The Governing Body will receive a summary report covering key issues, based on the Annual Risk and Safety Review, at least annually.