East Sussex County Council



Barcombe Hamsey Iford & Kingston Plumpton

Skylark Federation

Health and Safety Policy

Approved by Finance Committee: 22.10.26
Next review: Autumn 2027

Health and Safety Policy – Primary Schools

Date: September 2026

Contents

1. General Policy Statement 3
2. Organisation within the school 4
3. Safety Responsibilities of Groups and Individual Members of Staff 5
4. Provision of competent health and safety advice 11
5. Staff Consultation 11
6. Crisis Management 12
7. General Emergency Procedures 12
8. Fire Procedures – (also see the Fire Safety Policy) 12
9. Bomb Incident Management 13
10. First Aid Procedure – (also see the First Aid Policy) 14
11. Incident/Accident Recording and Reporting (also see the Incident Reporting and Investigating Policy) 14
12. Health Issues 15
13. Risk Assessments and Guidance Notes (also see the Risk Assessment Policy) 17
14. Specific Hazards 17
15. Use of Minibuses and Other Vehicles (if appropriate) 23
16. Supporting Pupils with Medical Conditions (also guidance on supporting children with medical conditions) 23
17. Allergies 23
18. Personal Protective Equipment (PPE) (also see the Personal Protective Equipment Policy) 24
19. Training and Information (also see the Health and Safety Training Policy) 24
20. Monitoring Health and Safety 25
21. Visitors 25
22. Trade Union Safety Representatives 26
23. Health and Safety Policy Monitoring and Review 26
This policy is supplemented by the following local documentation: 26
Appendix 1: List of Useful Contacts in School 26

1. General Policy Statement

The Executive Headteacher and Governors of Skylark Federation believe that the health and safety of persons within the school is of paramount importance. It is our intention to prevent accidents and occupational ill health and where possible eliminate hazards in the workplace.

It is the intent of the Executive Headteacher, and Governors of the school to ensure that a safe and healthy workplace is provided and maintained for all our employees. This will include the provision of safe systems of work, safe plant and equipment and a safe access and egress to the premises. We will ensure that adequate information, instruction, training and supervision is provided to ensure that staff can carry out their work safely.

We will ensure that others who are affected by our activities are not subjected to risks to their health and safety. This will include pupils, visitors, parents, volunteers and contractors.

These responsibilities will be achieved by the establishment of an effective health and safety management system within the federation that will be underpinned by risk assessments. This will involve the implementation of arrangements for the effective planning, organisation, control, monitoring and review of preventative and protective measures and our overall health and safety performance including any emergency arrangements. In addition, we will undertake to ensure compliance with policy and guidance produced by East Sussex County Council and ensure that adequate resources are identified for health and safety.

To support us in complying with our legal responsibilities, we have appointed a competent person to advise on health and safety matters.

We believe that health and safety standards will be maintained only with the co-operation of all staff, pupils and visitors to the federation. We expect all staff to co-operate fully with this policy and to actively contribute to any consultations in relation to health and safety policy and procedures. In addition, we will ensure that all pupils, visitors and contractors are provided with the information they require to enable them to comply with this policy.

It is our intention that procedures to ensure relevant health and safety issues are embedded within the curriculum at all levels where appropriate.

The effectiveness of the policy will be regularly monitored to ensure that health and safety arrangements are being implemented and that the people named in the policy are carrying out their duties.

The policy will be reviewed annually, following a significant event or a change to policy or procedures and revised where necessary.

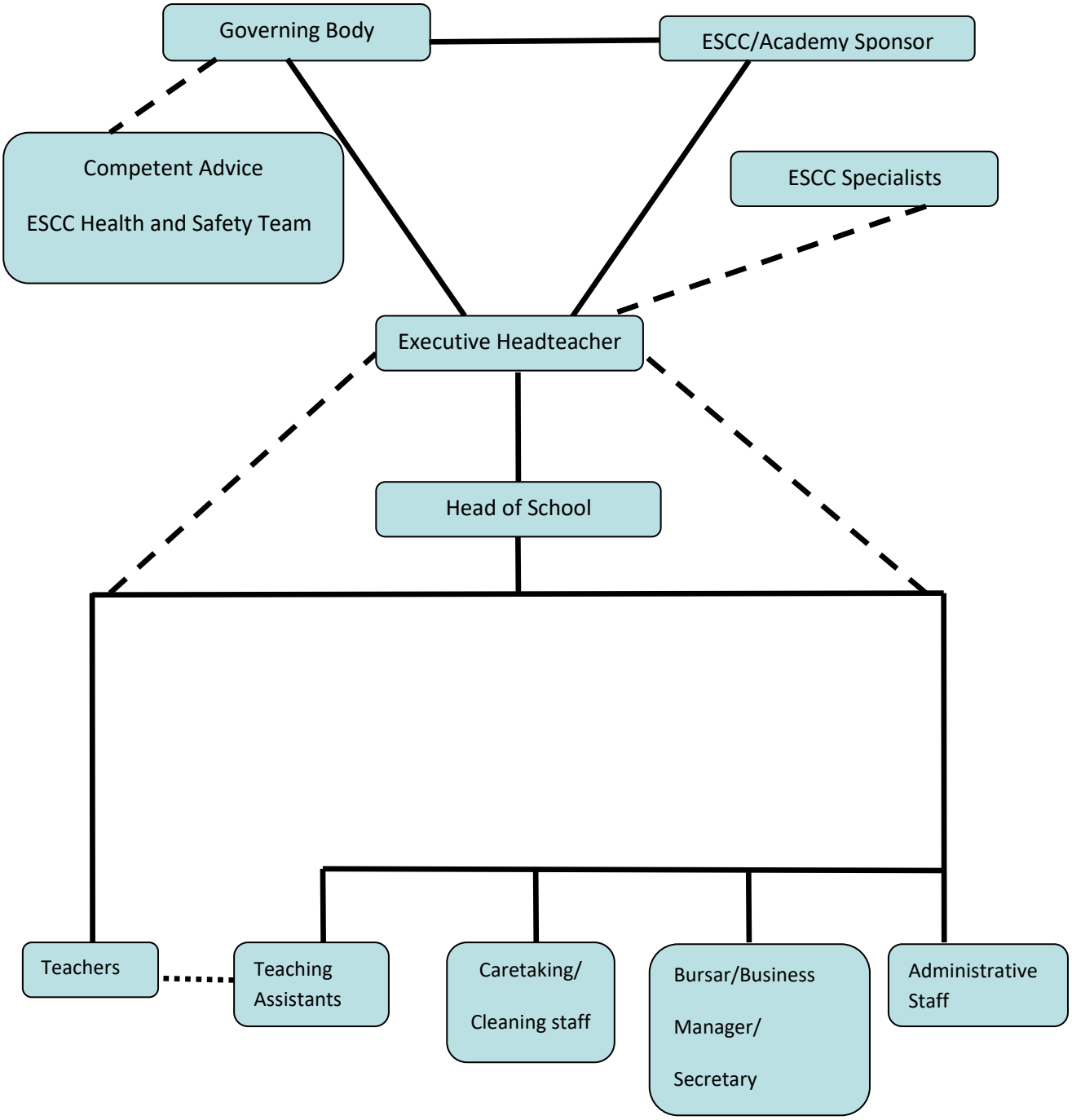
Signed .....Executive Headteacher Date ……

This policy was endorsed by the Board of Governors at their meeting on

Signed ..... Chair of Governors Date ……..

2. Organisation within the federation to meet the requirements itemised under the General Policy Statement

Ultimately the responsibility for all federation organisation and activity rests by definition, with the Executive Headteacher. However, all staff have a responsibility towards safety with the specific lines of delegation being set out as shown below.



3. Safety Responsibilities of Groups and Individual Members of Staff are as follows:

3.1 The Governing Body

The Governing Body in its role as controller of premises (ESCC maintained schools) will ensure, so far as is reasonably practicable, the health and safety at work of employees and others (e.g. contractors, pupils, visitors) in accordance with the Health and Safety at Work Act 1974.

In order to discharge this responsibility, the Governing Body will:

1. ensure that a 'competent person' is appointed to provide advice on health and safety legislation and best practice;
2. ensure, by attending regular health and safety training and receiving copies of all health and safety newsletters/updates, that the County Council's Health and Safety Policies are complemented by the School's Health and Safety Policy, that these procedures are kept up-to-date and that positive arrangements are in place to ensure that all staff and pupils are aware of and comply with its contents;
3. ensure that the policy contains rigorous and comprehensive systems for active monitoring (auditing health and safety management systems, inspections, risk assessments) and reactive monitoring (accident/incident investigation) and rectifying identified faults within the school as outlined within the County Council policy and guidance;
4. ensure, via reviewing risk assessments and inspection reports, that there is adequate provision both in staffing, facilities and resources to allow the school to meet both its legal and moral obligations with respect to health, safety and welfare;
5. nominate a Health and Safety Governor/subcommittee
6. receive updates on health and safety, including progress on the school's audit action plan at each meeting from the Health and Safety Co-ordinator/Health and Safety Governor in order to enable the Governing Body to monitor the adequacy of arrangements and take any action necessary;
7. to consider information, statistics and reports relating to health, safety and welfare matters;
8. to consider and make recommendations regarding individual health and safety issues which have not been resolved at management level.

3.2 Executive Headteacher

The Executive Headteacher has overall responsibility for policy, organisation and arrangements throughout the federation and in particular the Executive Headteacher will:

1. appoint a 'competent person' to provide advice on health and safety legislation and best practice;
2. provide liaison with the Inspectors: Local Authority, Department for Education and Health and Safety Executive (HSE) with regard to safety aspects;
3. budget for safety and health matters;
4. review the Health and Safety Policy annually, following a significant event e.g. accident or changes occur within the organisation of the school;

5. develop, introduce, maintain and review safety management procedures to ensure the school complies with legislative requirements and good industry practice e.g. risk assessments including fire, display screen equipment and manual handling;
6. nominate specific staff with designated safety roles, e.g. Health and Safety Co-ordinator, Premises Co-ordinator, throughout the school;
7. ensure that routine maintenance checks and inspections required by legislation of fixed service equipment, i.e. boilers, pressure vessels etc. are undertaken;
8. ensure the provision and maintenance of all 'fire' equipment, including the preparation and review of Fire Risk Assessments;
9. ensure health and safety issues associated with major building projects are complied with;
10. ensure that incidents, near misses, dangerous occurrences and violent incidents are reported via East Sussex County Council's online incident reporting system, minor injuries form or hazard reporting system, as appropriate;
11. ensure that incident investigations are carried out and learning outcomes applied to future practice to prevent reoccurrence;
12. monitor incident trends to identify methods of reducing accidents;
13. investigate and advise on hazards and precautions;
14. ensure the necessary records are maintained relating to accidents associated with the work of the school;
15. make an annual report on health and safety matters including buildings and safety management to the Governing Body;
16. ensure safety procedures are developed and adhered to for operations carried out within the school by their staff and by outside contractors under their control;
17. ensure that health and safety is considered as an integral part of teaching;
18. instigate appropriate disciplinary action where it is shown that staff have ignored or shown a disregard for health and safety matters outlined within the Safety Policy, School Codes of Practice or health and safety legislation;
19. ensure that premises safety inspections are carried out at specified intervals e.g. weekly, bi-termly, recorded and that necessary remedial action is carried out;
20. ensure that health and safety is taken into account when considering any proposed or impending changes e.g. building works, room allocate or usage, etc.;
21. ensure that emergency procedures and fire evacuation practices are in place within the school;
22. have a general oversight of health and first aid matters;
23. monitor the general safety programme;
24. publicise safety matters;
25. ensure all full and part-time staff receive appropriate health and safety training at induction which must include emergency arrangements (i.e. first aid, fire and accident reporting), and specific sections of the Health and Safety Policy are discussed to ensure that new members of staff are aware of their responsibilities and any restricted tasks and activities;
26. monitor student health records prior to entry and to report/advise SENCOs of illnesses that need to be brought to the attention of specific staff (e.g. epilepsy);
27. ensure appropriate arrangements are in place to meet the school's

responsibilities under current *Allergies in Schools* statutory guidance, including the identification, management and support of pupils with allergies.

28. ensure adequate numbers of staff are provided with appropriate training so that they may support the following management arrangements:
    - First aid
    - Fire and emergency evacuation
    - Risk assessments, including fire, display screen equipment, manual handling, substances and general risk assessments.

Head of School will assume these duties in the absence of the Executive Headteacher and has the authority to make and implement decisions throughout the schools at any level if there is:

- immediate danger, or,
- dangerous practice, or
- breach of the law.

3.3 The Health and Safety Co-ordinator

The Health and Safety Co-ordinator is responsible for the co-ordination of health and safety management on behalf of the Executive Headteacher throughout the federation and in particular, will

1. make an annual report, in conjunction with the Business Manager, on safety matters to the Executive Headteacher and the Governing Body;
2. assist with inspections and safety audits;
3. investigate and advise on hazards and precautions;
4. develop and establish emergency procedures, and organise fire evacuation practices within the school;
5. have a general oversight of health, safety and first aid matters;
6. monitor the general safety programme on behalf of the Executive Headteacher;
7. make recommendations to the senior leadership team on matters requiring immediate attention, e.g. changes to legislation or outcomes from premises safety inspections;
8. make recommendations to the Executive Headteacher on matters of safety policy in compliance with new and modified legislation;
9. publicise safety matters;
10. liaise with outside bodies concerned with safety and health e.g. East Sussex County Council's Health and Safety Team;
11. investigate with the executive headteacher any incidents to ensure that learning outcomes are applied to future practice and prevent reoccurrence;
12. monitor accidents to identify trends and introduce methods of reducing accidents.

3.4 The Educational Visits Co-ordinator (EVC) will

1. be involved in educational visit management in order to ensure that the Children's Services' Offsite Activities and Educational Visits Policy is followed;
2. work with group leaders to ensure that the aims of the educational visit are achievable and in line with those of the establishment;
3. after discussion with the Executive Headteacher and Governing Body, either approve proposal or submit to the Children's Services Outdoor Education Adviser;

4. ensure that all educational visits meet the Children's Services Departmental requirements;
5. confirm that adequate risk assessments have been carried out;
6. support the Executive Headteacher in the management and evaluation of educational visits;
7. confirm the leadership of the group is appropriate, this to include accompanying staff and volunteers.

3.5 Heads of Key Stage/Phase Leader

Not applicable

3.6 Managers within Support Departments (if appropriate)

Not applicable

3.7 Subject Leaders

Each subject leader is responsible for:

1. updating colleagues within the school in any change in practice;
2. issuing safety guidance for their curriculum area;
3. carrying out risk assessments for their specialist areas.

3.8 Teachers

Teachers are responsible to their Head of School for the immediate safety of the pupils in their classroom. Nominated teachers are responsible for their own classroom and associated equipment and as such it is their responsibility to ensure that it is maintained to a high standard with respect to health and safety issues.

Additionally, each teacher will:

1. follow safe working procedures personally;
2. ensure that risk assessments are referenced as part of the lesson planning process;
3. ensure that risk assessments are appropriate for the activity and pupil group. Any amendments should be recorded as part of a specific risk assessment
4. give adequate safety information regarding the activity being undertaken prior to the activity commencing and during the activity as and when required;
5. ensure that special working procedures, protective clothing and equipment, etc. are provided and used where necessary;
6. ensure that clear instructions and warnings are given to pupils verbally as often as necessary;
7. ensure that the classroom and other areas are tidy and walkways and exit routes are kept clear;
8. undertake a visual inspection of equipment prior to use and ensure that portable electrical equipment is tested on an annual basis;
9. report defects and make recommendations to their line manager where necessary;
10. ensure all accidents, incidents, near misses and violent incidents within the area of responsibility are recorded in line with the school policy.

3.9 Teaching Assistants

The teaching assistant is immediately responsible to the teacher whilst the class is in session; otherwise, their line manager is their SENCO.

Additionally, the teaching assistants will:

1. follow safe working procedures personally;
2. be familiar with the general and particular safety rules that apply to their area of work;
3. ensure that the classroom and other areas are tidy and walkways and exit routes are kept clear;
4. undertake a visual inspection of equipment prior to use and ensure that portable electrical equipment is tested on an annual basis;
5. report defects to their line manager;
6. ensure all accidents, incidents, near misses, dangerous occurrences and violent incidents within the area of responsibility are recorded in line with the school policy.

3.10 First Aid Co-ordinator

The First Aid Co-ordinator, when on duty, is responsible for supporting health and welfare issues within the school and in particular:

1. to be responsible for attending to and monitoring student or visitor illness/injury and to refer students to their own doctor or hospital as appropriate;
2. to maintain the school first aid area and equipment;
3. to monitor student health records prior to entry and to report/advise SENCO of illnesses that need to be brought to the attention of specific staff (e.g. epilepsy);
4. to assist in the monitoring of first aid equipment and boxes on school site;
5. to assist in the development and health promotion activities at the school;
6. ensure adequate numbers of staff are trained in first aid procedures and to co-ordinate the work of the First Aiders;
7. to ensure the necessary records are maintained relating to accidents associated with the work of the school.

3.11 The Premises Co-ordinator will ensure that:

1. reports on health and safety matters with respect to the school buildings and grounds are prepared;
2. safety procedures are developed and adhered to for operations carried out within the school by their staff and by outside contractors under their control;
3. keep records of hazards identified on site by staff and the remedial action taken and when;
4. when liaising with contractors, assume the duties as outlined in 3.14 below;
5. the provision and maintenance of all 'fire' equipment and for the preparation and review of fire risk assessments;
6. ensure all accidents, incidents, near misses and violent incidents within the area of responsibility are recorded in line with the school policy.

3.12 The Caretaker will:

1. ensure that routine maintenance checks and inspections required by legislation of fixed service equipment, i.e. boilers, pressure vessels etc. are

undertaken;
2. ensure that premises safety inspections are undertaken e.g. weekly, bi-termly, and keep records of any faults identified (if appropriate);
3. attend to defect reports and recommendations from the Executive Headteacher, staff, Safety Representative and Health and Safety Co-ordinator;
4. ensure that all portable electrical equipment is tested on an annual basis;
5. ensure all accidents, incidents, near misses and violent incidents within the area of responsibility are recorded in line with the school policy;
6. ensure equipment, including personal protection equipment is maintained in a safe condition and that substances hazardous to health are stored in a safe place.

3.13 Trade Union Safety Representatives

In accordance with the Safety Representatives and Safety Committee Regulations the safety representatives will, where appointed:

1. represent the employees in consultation with the employer and with their representative; investigate potential hazards and dangerous occurrences at the workplace and examine the causes of accidents at the workplace;
2. investigate complaints by any employee they represent relating to health and safety and welfare at work;
3. represent employees in consultations with inspectors of the Health and Safety Executive and of any other enforcing authority;
4. receive information from Enforcement Inspectors;
5. attend meetings of safety committees to which they are elected;
6. inspect the workplace if they have given the employer or their representative reasonable notice in writing of their intention to do so and have not inspected it in the previous three months. They may carry out additional inspections where there are substantial changes in work conditions.

3.14 Staff Liaising with Contractors

Staff liaising with contractors carrying out work at the schools should bear in mind that they have a responsibility to take appropriate action if they observe the contractor or their employees using any working practice or item of equipment which the member of staff considers to be dangerous or potentially dangerous. Such action could include reporting the matter to the Premises Co-Ordinator for them to rectify or the Executive Headteacher.

Staff must ensure that a contractor arriving at site, reports to reception and a nominated person ensures that the contractors are informed of any hazards on the school site e.g. asbestos. Approval must also be gained by the contractor to start work. Only those staff nominated by the Executive Headteacher to liaise with the contractors must undertake this activity due to the procedures put in place by the school to implement East Sussex County Council's Asbestos Management in the Workplace Policy and the Selection and Safe Management of Contractors Policy.

3.15 Members of Staff Generally

Each member of staff is responsible for their own personal safety and that of other persons in the school by the proper observation of school rules and procedures (e.g. by ensuring visitors report to the reception area on arrival at the school.

Staff are reminded of the general duty imposed by the Health and Safety at Work Act 1974 at Sections 7 and 8:

7. 'It shall be the duty of every employee while at work

a) to take reasonable care for the health and safety of himself and other persons who may be affected by his acts or omissions at work, and,

b) as regards any duty or requirement imposed on his employer or any other person by or under any of the relevant statutory provisions, to co-operate with him so far as is necessary to enable that duty or requirement to be performed or complied with.'

8. 'No person shall intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare in pursuance of any of the relevant statutory provisions,'

4. Provision of competent health and safety advice

To ensure compliance with legislation, the East Sussex County Council Health and Safety team will:

1. Advise on health and safety legislation and best practice. This supports and enhances the policy, guidance documents and model templates that are issued to ensure compliance with health and safety legislation.
2. Provide access to a web-based auditing tool and inclusion within the audit programme to support compliance with health and safety legislation and best practice.
3. Visit site to provide advice and guidance on a range of health and safety topics.
4. Publish health and safety newsletters to keep health and safety co-ordinators up to date on health and safety legislation.
5. Provide an onsite induction for new Executive Headteachers, Headteachers, Heads of School and Health and Safety Co-Ordinators.
6. Provide access to the East Sussex County Council online incident reporting system and completion of RIDDOR reportable accidents to the Health and Safety Executive by the Health and Safety Team.

The East Sussex County Council Health and Safety (H&S) Team includes:

- Kim Hicks CMIOSH (Chartered Member of IOSH) with a total of 32 years' experience in H&S,27 of those years within the education sector.

5. Staff Consultation

Consultation with staff on health and safety matters will be via staff meetings. Health and safety will be a standard agenda item every meeting and staff are encouraged to raise any concerns either via this process or individually. The aim of consultation is to improve and maintain health and safety policies and procedures within the federation and to encourage effective communication regarding health, safety and welfare matters.

6. Crisis Management

Crisis Management Plans have been developed, based on the County Council's model template and guidance. Within the plan, a crisis management team is in place to assist in the reduction of major hazards and risks and to action a recovery plan in the event of a serious accident.

6.1 Crisis Management Team:

- The Executive Headteacher/Head of School;
- Health and Safety Co-ordinator/Premises Co-ordinator;
- Caretaker;
- Chair of Governors/Health and Safety Governor.

6.2 Function of the Crisis Management Team:

- to develop the School Crisis Management and Business Continuity Plans that will be used for handling emergency situations and disruption to school operations;
- to act as the decision-making authority for the management of an incident;
- to communicate plans, roles and responsibilities to all those involved;
- to establish and maintain a Crisis Management Centre which will have the necessary equipment available for rapid activation during an emergency. The equipment includes communications equipment, copies of the plans, a log to record all actions taken during the crisis, necessary office equipment / supplies and appropriate maps and building plans;
- to assess the nature, degree and likelihood of threats to the school (staff, facilities, information and other assets) in order to determine the vulnerability to those threats of the organisation's staff, facilities or assets;
- to test the Crisis Management Plans on a regular basis to ensure that it is suitable and sufficient and amend as necessary.

7. General Emergency Procedures

The summoning of emergency services is via the office administrator and the Executive Headteacher. In the event of a major disaster the Crisis Management Team must be alerted.

8. Fire Procedures – (also see the Fire Safety Policy)

The signal for evacuation will be the continuous ringing of the fire bell. Always evacuate the school if the fire alarm sounds – assume every alarm could be for real. Never re-enter the building while the alarm is still sounding or before a senior member of staff has confirmed it is safe to do so.

On hearing the alarm, leave the room you are in and proceed to the nearest safe exit out of the building, switching off the lights, closing the doors and windows as you do so.

Everyone must walk swiftly – not run – and take no belongings with them.

When outside the building assemble the pupils at the assembly point. Check that all pupils/visitors/volunteers, etc. are accounted for.

The office administrator (or in their absence the Head of School) must take the registers and visitors' book.

Staff must report to the senior member of staff to confirm whether or not all of their pupils/ visitors/ volunteers are safely out of the building.

Teacher's must know the correct route for evacuating the class which they are teaching, and it is the responsibility of the Head of School to define the route and inform all members of staff. They are responsible for always maintaining clear access to that escape route, and for helping to maintain access to the other escape routes. Teachers will be responsible for evacuating volunteers or other visitors to their classrooms in an emergency.

MDSA's must know the correct method for evacuating the building at lunchtime. This information will be conveyed by the Head of School who will ensure that there is a lunchtime practice at least annually.

The teaching assistant from the class nearest the toilets will check the toilets. The Premises Co-ordinator will arrange for any supplies of gas and/or electricity to be turned off should the need arise.

The Head of School will organise practice fire evacuations as appropriate, but at least three times per year, monitor for effectiveness and records kept within the fire logbook. The fire alarm will be tested weekly.

The extinguishers will be serviced and maintained as part of an annual contract. This contract will be monitored via the premises inspection. Any faults must be reported to the Executive Headteacher for immediate remedial action. Emergency evacuation notices are displayed in all classrooms. The Head of School will ensure that these notices are displayed in a prominent position as part of the premises inspection.

Any pupil with special needs must be given special consideration by their class teacher as to whether a Personal Emergency Evacuation Plan (PEEP) is required. This will need to be devised with the Head of School, if the class teacher or SENCO identify a specific issue.

A fire risk assessment has been completed for these premises and will be reviewed on an annual basis or when any changes occur.

9. Bomb Incident Management

Any member of staff who receives information regarding a bomb on-site must immediately inform the Executive Headteacher or a member of senior management in their absence. The Bomb Threats Action Card should also be used.

Unlike fire evacuations it is difficult to define clear, mandatory guidelines that must be followed. Some decisions must be made at the time in question depending upon the actual circumstances. Therefore, the Crisis Management Team will liaise with the Children's Services Department, Police and emergency services and follow their advice on the evacuation procedure and assembly point. This will then be communicated to staff, pupils, visitors, etc. by an appropriate means.

However, a pre-defined bomb evacuation assembly point (that may be offsite) should be identified, having been considered prior to evacuation. Staff should be familiar with this point and have considered how to evacuate the school (including those with PEEPS).

10. First Aid Procedure – (also see the First Aid Policy)

There will be at least two people on the staff who will have current first aid training, with the aim that there should be one qualified person on site at any one time.

The named first aiders for the school are listed in Appendix 1 at the end of this document and also published in school on the Staff Handbooks.

First aid boxes are kept in every classroom and medical area. The First Aid Co-ordinator provides first aid support and maintains a central supply of first aid materials to supplement first aid boxes. Parents will be expected to inform the school if their child has an allergy and a list of any such children will be kept and displayed.

All injuries which come to staff attention, no matter how slight, should be recorded on the minor injuries form and/or East Sussex County Council's online incident reporting system.

The minor injuries form and "bump notes" will be located in the medical area and should be completed by the person administering first aid. In case of doubt as to whether a child's parent should be immediately alerted, contact the Head of School or in their absence the Executive Headteacher. Err on the side of caution. In the event of an accident, if the parents (and their nominated contacts) are unavailable, we may consider it wise to send a pupil to hospital. In these cases, the pupil will be accompanied by a member of staff.

The federation will communicate to parents/guardians a summary of the arrangements for first aid and accident reporting.

11. Incident/Accident Recording and Reporting (also see the Incident Reporting and Investigating Policy)

In the event of an incident/accident the following procedure must be followed:

- render any equipment inoperative
- summon assistance
- if the injury is of a minor nature ensure follow-up treatment is carried out by reporting to the qualified First Aider
- if the injury is of a major nature, then an ambulance should be summoned immediately without undue delay attempting to contact parents or guardians

- if the injured person is mobile then they should be taken to the hospital for emergency treatment. Head of School is responsible for arranging for a member of staff to transport the student/staff to hospital.

The member of staff taking the injured person should:

- stay with the injured person and return with them; or
- stay with the injured person until the parent/guardian arrives at the hospital and then return to school.

All staff must report any incidents, accidents (including unacceptable behaviour), dangerous occurrences or near misses involving themselves or visitors/volunteers by recording the details on the East Sussex County Council's online incident reporting system.

Pupil accidents, depending on the severity will be reported either on the minor injuries form and/or East Sussex County Council's online incident reporting system.

Specified categories of incidents are reportable to the HSE, and these will be undertaken by the East Sussex County Council's Health and Safety Team.

All accidents will be investigated, including the review of relevant risk assessments, to prevent re-occurrence. The Business Manager will monitor the accidents, incidents and near misses to identify trends. The Governors subcommittee will also receive information on accidents at each meeting.

12. Health Issues

12.1 Smoking (also see the Smoke Free Policy)

In an effort to reduce the risk to health from passive smoking, this school is a no smoking site. For the purposes of this policy this includes e-cigarettes.

12.2 Alcohol and Drug Abuse (also see the Drugs and Alcohol at Work Policy)

Staff attending work while under the influence of alcohol or drugs creates an unprofessional image of the school and increases the risk of accidents both to themselves and to colleagues. To minimise the probability of accidents from alcohol or drug abuse, staff whose judgment is impaired will be excluded from work and will be subject to disciplinary procedures.

If you are feeling depressed or anxious about either your work or social situation alcohol or drugs will not provide a long-term solution. Support is available from our staff counselling service. This is a confidential service, and they can be contacted on 0333 212 8382, the service is available 24 hours a day, 365 days a year. (If you do not purchase the EAP service, please provide alternative signposting details).

Some drugs prescribed for medical reasons are likely to impair judgment and lower concentration. If you feel you are affected when on medication, please inform your line manager so that additional arrangements may be made to safeguard you while at work.

12.3 Staff Wellbeing (also see the Stress Management Policy)

Stress is defined by the HSE as "the adverse reaction people have to excessive pressures or other types of demands placed on them." This distinguishes stress from the pressures or challenges that provide the motivation for everyday living. Being under pressure can often improve performance but when demands and pressures become excessive, they can lead to stress.

People respond to pressure in different and individual ways. Much will depend on an employee's personality, experience, motivation and the support available from managers, colleagues, family and friends. Difficulties faced outside of work can also have an impact on someone's ability to cope or function well at work.
If stress is intense and sustained it can lead to mental and physical ill health and contributes to employee ill health and sickness absence. It is important that all staff are aware of the factors that can give rise to stress (stressors) so that where possible their causes can be foreseen and appropriately managed before damage/harm is done. The Executive Headteacher will liaise with staff in identifying the individual stressors and, where practicable, steps will be taken to minimise/eliminate these stressors.

Workloads and stressors will be monitored on an on-going basis as part of 1:1 reviews.

Support is available from our staff counselling service. This is a confidential service, and they can be contacted on 0333 212 8382, the service is available 24 hours a day, 365 days a year.

12.4 Protecting pregnant workers and new mothers (also see the Pregnancy, Childbirth and Breastfeeding: Risk Management Policy)

Pregnancy should not be equated with ill health. It should be regarded as part of everyday life and its health and safety implications can be adequately addressed by normal health and safety management procedures.

Many employees work while they are pregnant and will return to work while they are still breast feeding. Some hazards in the workplace may affect the health and safety of pregnant workers, new mothers and their children. The policy sets out the known risks and gives advice on what needs to be done to comply with the law.

Procedure

- Staff (full and part-time) are required to inform their Line Manager and HR as soon as possible and in writing when pregnancy has been confirmed
- The Line Manager will undertake a risk assessment of the employee's work activity to ensure there is no risk to the health of the employee or the unborn child. Copies of the risk assessment will be kept and will be reviewed if circumstances surrounding the pregnancy alter in any way
- The Health and Safety Co-ordinator is available to give advice at any stage of the process, but the general principles of common risk assessment will apply.

12.5 Communicable Diseases (also see the Communicable Diseases Policy)

Good personal hygiene precautions are crucial to prevent the spread of infections and hand washing is the single most important intervention in the control of cross-infection. Prompt exclusion of pupil's and staff who are unwell with an infectious disease is essential to preventing the spread of infection at school. There is a local policy for the appropriate removal of pupils and staff while they are likely to be infectious and a procedure for contacting parents and/or carers when pupils become unwell at school.

Refer to the 'Communicable Diseases Guidance for Schools' document for:

- guidance on proportionate control measures to help manage the spread of infection
- guidance on who to contact for help and advice in relation to problems with communicable diseases at school
- basic information on common communicable diseases, and guidance on where to get further up to date information
- information on the role of local UK Health Security Agency Health Protection Teams.

13. Risk Assessments and Guidance Notes (also see the Risk Assessment Policy)

Specific risk assessments are required for activities involving fire, manual handling, hazardous substances and the use of display screen equipment. More general risk assessments must be completed for those activities where specific assessments have not been carried out.

Although risk assessments relating to most activities of the schools will have been completed on your behalf, the content of these assessments will form part of the induction process. Any changes to the risk assessments will be discussed at staff meetings and all staff must ensure that the risk assessments are implemented when undertaking any activities. Copies of these assessments are held by the secretaries.

The following staff will complete risk assessments for the areas highlighted below:

- Premises — Business Manager
- Curriculum — Subject Leaders
- Offsite Visits — Group Leader
- Individual/specific — Head of School

Areas of work or activities that are deemed to be more hazardous are likely to have detailed, documented arrangements to minimise the associated risks. It is the responsibility of staff to make yourself aware of the contents of those relating to your area of work.

14. Specific Hazards

Schools are not generally considered dangerous places to work in, but they can still present risks which could lead to injury or ill health. The hazards relevant to this

federation are detailed below along with the safe procedures put in place to manage the associated risks.

14.1 Asbestos (also see the Asbestos Management in the Workplace Policy/procedures)

The federation has conducted asbestos surveys for the premises and staff will be informed of the locality of any asbestos containing materials within the school and should record that this has been undertaken. Asbestos materials in good condition are safe unless asbestos fibres become airborne, which may happen when materials are damaged. It is essential that where asbestos has been identified staff follow the safe working systems within the schools and ensure that the fabric of the building is not disturbed and follow the escalation procedure in the Asbestos Policy/procedures where damage to asbestos material has been identified. Caretakers have been nominated to liaise with contractors to ensure that they are provided with relevant safety information and will approve works to be undertaken in school. Business Manager is responsible for the development and reviewing of the asbestos management plan for the school.

14.2 Legionella (also see the Legionella Policy/procedures)

The risk of contracting Legionellosis from our water system is low, but a managed approach to the condition and use of water systems is vital to manage risk, raise awareness of standards and ensure compliance with specific statutory requirements. Therefore, a process is in place to commission a risk assessment of our water systems that will be reviewed on a bi-annual basis or where there has been a physical change to the water distribution system along with the risk assessment recommended regular monitoring undertaken by the Site Manager/Caretaker.

14.3 Contractors (see also the Contractor Management Policy)

Any contractor working for the federation must be effectively managed from a health and safety perspective, for both legal and operational reasons. We ensure that contractors are competent to undertake works by using the County Council's framework agreement or by completing a contractors assessment questionnaire. Most works will be planned for out of school hours and in school holidays, however, staff will be informed when contractors will be on site. Pre-start meetings will take place to ensure any impact is minimised. Please see 3.15 of this document for further information on liaising with contractors.

Safe system of work (see Contractor Management Policy)
The Executive Headteacher must be aware of and agree a safe system of work with contractors for activities carried out on the school site. This will include arrangements for safe access and a safe place of work on the premises; the contractor's response to emergency situations (e.g. fire evacuation); contractor's appropriate and safe interaction with staff, pupils, service users, and others on the premises who may be affected by their conduct and work.

Permit to work
A formal Permit to Work will be required for high-risk activities such as hot works, confined spaces, pressure systems etc (see templates available on webshop). These are the contractor's responsibility, but the federation should ensure they understand what the work entails and are appraised on any elements likely to impact on the health and safety of everyone else on the premises.

14.4 Gas and heating systems

All gas and heating systems will be regularly maintained by competent contractors. Any faults should be reported to the caretaker.

14.5 Security (see also guidance for schools on security)

Arrangements are in place for the school site to be as secure as possible and in line with East Sussex County Council guidance. A risk assessment has been undertaken to ensure that adequate controls are in place, and it is essential that staff follow these procedures.

14.6 Display Screen Equipment (DSE) (also see the Display Screen Equipment Policy)

The nominated DSE Assessor is Ann Hill and an audit of all staff has been undertaken to identify those who would be considered as DSE 'users'. A list of these staff is contained in Appendix 1. Business Manager will ensure that all workstations (excluding pupil workstations) comply with the minimum standards as detailed within the County Council Policy. Employee workstations are assessed to identify the risks to health and safety and to remove and reduce any risks to the lowest practicable level.

DSE 'users' are entitled, if they wish to an eyesight test, particularly if they are experiencing visual difficulties associated with the use of DSE, and if they request it.

The optician's fee for the eyesight test will be reimbursed by the federation. The standard form must be completed by the employee prior to the eye test and taken to the optician. The employee must return the completed form to the Executive Headteacher after the test.

If the optician confirms that a user requires new visual correction specifically for work with DSE, as indicated by a tick in box 3 of the Optometrist's Report, the school will pay a contribution towards the cost. It should be noted that some users who already wear glasses may or may not need special glasses for display screen work.

14.7 Electrical Equipment (also see the Electricity at Work Policy)

All staff are responsible for ensuring that they use and handle electrical equipment sensibly and safely. Any pupil or volunteer who handles electrical appliances does so under the supervision of the member of staff who directs them.

All electrical equipment is checked annually under the terms of the maintenance contract. Caretakers are responsible for maintaining accurate records and ensuring that all equipment in current use is checked and for making arrangements for the equipment to be accessible.

If there is any doubt about the safety of the equipment it will not be used. Any potential hazards will be reported to health and safety coordinator immediately.

The Executive Headteacher must be aware of, and approve the use of, any item being brought into schools by a member of staff, volunteer or a pupil. The Executive Headteacher must be aware of and approve the arrangements for temporary electrical extensions required for drama productions, Christmas decorations etc.

14.8 Machinery and Equipment (also see the Work Equipment Policy)

An inventory of all equipment is kept by Finance team. Within the curriculum appropriate hand tools are to be used under **strict guidance and close supervision of a teacher or teaching assistant**, when used by pupils. Such equipment, even simple items such as scissors, must be put away before a wet playtime where there is a chance that an accident might occur due to a lower level of supervision.

14.9 Moving and Handling (also see the Manual Handling Operations Policy)

All equipment must be moved safely. Large pieces of equipment will only be moved by people who have received training. PE equipment may be moved by pupils, but they must be given clear instruction in the correct way to lift and handle items. Close supervision is appropriate at all times.

Business Manager will be responsible for undertaking risk assessments for moving and handling tasks, including those activities carried out by pupils. Training will be offered to those staff who are expected to lift objects. If you are apprehensive about your capability to move goods, equipment or furniture, please either ask for help or do not undertake the activity. Where lifting equipment is provided, only those members of staff who have been trained in the use of the equipment may undertake this activity.

If there is a requirement for pupils to be moved, the Executive Headteacher will arrange for suitable and sufficient risk assessments to be undertaken and training for staff.

14.10 Work at Height (also see the Work at Height Policy)

All work at height activities must be properly planned and organised to ensure they are carried out safely. The hierarchy to follow is:

- Avoid work at height if possible
- If work at height is unavoidable, control measures must be put in place to prevent falls
- Where the risk of falling cannot be prevented, control measures must be put in place to minimise the distances and consequences of a fall

The selection and inspection of suitable equipment is an essential control feature. Chairs, furniture or other equipment not designed for this purpose must not be used to work at height or access.

Work at height activities will only be carried out by staff who are **competent and authorised** for the work involved and work will only commence when risk assessments and safe systems of work are in place and understood.

Business Manager will be responsible for undertaking risk assessments for work at height tasks.

'Toolbox' talks are given by Caretakers to staff using stepladders three rungs or below in height.

14.11 Vehicle Safety in Schools

Vehicles at work are a major cause of fatal and major injuries nationally every year. All

schools have deliveries and waste collections on their sites and some also have provision of parking. All vehicle movements must be considered in relation to how traffic is managed. A risk assessment has been undertaken, and it is essential that staff follow these procedures.

Executive Headteacher is responsible for ensuring vehicle safety arrangements are in place including risk assessments.

14.12 Managing Slips, Trips and Falls (also see the Workplace Health, Safety and Welfare Policy)

The risk of injury within the workplace is most likely to be caused by the more mundane hazards such as cluttered walkways. Trips and falls can be caused by trailing cables, objects left on floors, traffic routes blocked within the classroom. It is the responsibility of the teacher to ensure that their classroom has clear walkways and exit routes. The caretaker/site manager will undertake an inspection whilst opening the schools each morning to ensure that communal areas are free from trip hazards, etc. The caretaker/site manager will report all hazards, obstructions, defects or maintenance requirements to the Executive Headteacher. It is the duty of all staff to be vigilant and aware of possible hazards. If any spillages occur, these should be dealt with immediately. A risk assessment has been undertaken for each school site, and it is essential that staff follow these procedures.

The school will be cleaned as per the cleaning schedule and will be monitored by the Head of School.

14.13 Waste Disposal

All waste will be disposed of according to appropriate health and safety guidelines. Arrangements are in place to collect, store and dispose of waste via licensed contractors with the appropriate paperwork completed. Special arrangements have been made for the storage and disposal of hazardous waste with records kept. Where necessary, special arrangements have also been made for the storage and disposal of clinical waste.

14.14 Unacceptable Behaviour at Work (also see the Unacceptable Behaviour at Work Policy and the Attendance pages online)

All staff must report to their Line Manager/Executive Headteacher any incident of unacceptable behaviour (or near misses) directed to themselves from any source. All incidents will be reported via the County Council's online incident reporting system.

After an incident, the line manager or executive headteacher will meet with the member of staff concerned to check on their wellbeing and identify if further support is required. A wellness plan will be discussed.

Support is available from our staff counselling service. This is a confidential service, and they can be contacted on 0333 212 8382, the service is available 24 hours a day, 365 days a year.

14.15 Lone Working (also see the Lone Working Policy)

14.16 Offsite Visits

The federation has a separate policy on offsite visits. Staff must ensure that prior to planning or accompanying an offsite visit, that they are aware of the federation and Children's Services Offsite Activities and Educational Visits Policy.

14.17 Work Experience Placements (also see the Work Experience Policy)

The schools work in partnership with secondary schools and colleges to provide work placements. Any proposed placement should be discussed with the Head of School.

As the placement provider, risk assessments should be undertaken by the Head of School as soon as the placement details have been agreed in conjunction with the secondary school or college and **before** the student takes up the work placement.

Providers should be informed in advance about any individual students who may be at greater risk, for example because of any specific medical/behavioural needs or learning difficulties.

Teaching staff must be aware of the risk assessment in order to ensure the safety of the work experience student whilst in the care of the federation.

14.18 Hazardous Substances (also see the Control of Substances Hazardous to Health (COSHH) Policy)

The school will keep an inventory of all hazardous substances on site, and this will be kept up to date by the caretakers. Inspections will take place to:

- identify all substances used
- assess the level of risk to health
- eliminate the use of substances or substitute a safer alternative
- introduce and monitor control measures to prevent risk.

Business Manager will ensure that COSHH assessments are completed.

14.19 Noise at Work (also see the Noise at Work Policy)

All members of staff need to be aware of "nuisance noise" and respect the needs of others in the school. Common sense and courtesy by all members of staff, pupils and visitors to the school will prevent problems arising.

Any member of staff, or visitor detecting a potential problem will report immediately to Head of School.

14.20 Hiring of school premises

The Executive Headteacher must be satisfied that the hiring organisation will use the school premises in a safe manner. A signed, written hiring agreement will be completed and copies kept. Copies of hiring agreements are held by the Finance team. The federation will maintain the premises being let in a safe condition and communicate any unsafe conditions or hazards with the hirer. It is the responsibility of the hirer to ensure there is adequate first aid arrangements in place and to report any hazards/ defects or incidents involving the premises/ any leased equipment following the schools hazard/ incident reporting procedures.

15. Use of Minibuses and Other Vehicles (if appropriate)

Not applicable

16. Supporting Pupils with Medical Conditions (also guidance on supporting children with medical conditions)

The federation has a separate policy on the local arrangements for supporting children with medical conditions including the administration of medicines. Staff should make themselves familiar with the content of that document.

As a summary, trained staff will administer medicines and keep a record that they have been given. We must stress that pupils should not be at school if they are unwell and if possible, pupils should receive their medication at home.

For all medicines to be administered parents should complete a consent form. Each time there is a variation in the pattern of dosage, a new form should be completed. A new form should be completed for each medicine to be administered.

The smallest practicable dose should be brought into school in individual original containers, which should be clearly labeled with the pupil's name and dosage instructions. It is recommended that a primary school pupil should never carry medicine to and from school and medicines should be handed to the office administrator by the parent on arrival at school.

SENCO and secretary will liaise with parents/carers on the development of health care plans, etc. when required and staff should ensure that they familiarise themselves with these documents.

17. Allergies

The school will ensure that appropriate arrangements are in place to support children and young people with allergies, taking account of their individual needs, medical advice and risk assessments where appropriate, including:

- Pupils with food allergy
- Pupils at risk of anaphylaxis (usually allergic to food or bee/wasp sting)
- Pupils with allergic rhinitis (hay fever), allergic eye disease, or eczema, who may need to be given treatments for their condition in school (e.g. eczema creams, nasal sprays, eye drops), particularly if they have more severe allergic disease or need adaptations e.g. with sport
- Pupils with eczema or asthma, who may need additional precautions (e.g. avoiding sand pits, some swimming pools)

- Pupils with more severe allergy to animal fur, who may need to take avoidance measures (e.g. exposure to pets in school, visits to petting zoos)

The school has a separate policy on the local arrangements for supporting children with Allergies. Head of Schools are the named senior leaders responsible for the policy, which will be reviewed at least annually. All staff are expected to familiarise themselves with the contents of this policy and follow its requirements.

Any child or young person whose allergy requires supportive arrangements within the school setting must have those arrangements clearly documented within an Individual Healthcare Plan (IHCP).

Where a serious incident or a "near miss" involving a child or young person with an allergy occurs, the incident must be recorded in accordance with the school's reporting procedures. Parents or carers must be informed, and the incident must be reported to the governing body where appropriate, alongside any statutory reporting requirements.

18. Personal Protective Equipment (PPE) (also see the Personal Protective Equipment Policy)

PPE will be provided free of charge to all staff as required.

PPE means all equipment worn by staff or pupils which is designed to protect them from specified hazards. The need for PPE is identified through risk and/or COSHH assessments which will determine the suitable PPE to be used for each hazard, and these are reviewed on an annual basis or as and when required. The school will provide employees and pupils who are exposed to a hazard at the school, which cannot be controlled by other means, with PPE where appropriate.

Staff and pupils will use the PPE provided, and care for it according to the instructions and training given. Supervising staff will ensure PPE fits the wearer properly. Where more than one item of PPE must be worn, the items should be compatible and remain effective.

Damaged PPE will not be used and will be disposed of in line with the manufacturer's instructions if it is not possible to repair. When not in use, PPE will be properly stored, kept clean, and in good repair.

19. Training and Information (also see the Health and Safety Training Policy)

A training needs analysis has been undertaken by the Head of School to identify the mandatory health and safety training required for each member of staff and this will be reviewed annually. The training has been identified by using the County Council's Health and Safety Training Policy and matrix template. The Head of School will ensure that staff are released for this training.

All members of staff will receive a comprehensive health and safety induction when they commence employment with the federation, and the induction will include specific elements of this policy being brought to their attention. A volunteer will receive a specific induction relevant to the activities they are undertaking in school.
The Head of School will:

- inform staff of any changes in the policy
- assess the training requirements of the staff and integrate those needs onto the school development plan to inform governors
- assess the training needs of new members of staff.

The schools have developed a supply teacher's pack that includes health and safety information, and this will be issued to all supply staff.

20. Monitoring Health and Safety

Health and safety standards must be monitored by the senior leadership team in conjunction with the school governors by the following:

- Senior Leadership Team will include health and safety as part of the agenda of their regular meetings;
- the Business Manager will conduct a bi-termly premises inspection with a health and safety co-ordinator and trade union safety representative (where appointed);
- the Governors' agenda and Executive Headteacher's report to the Governors will both have health and safety as a standing agenda item.

20.1 Inspections

To maintain and improve standards throughout the federation a formal premises safety inspection will be undertaken three times per year and records kept. The school will be inspected by Business Manager.

The Health and Safety Governor will review the inspection checklists to ensure that these are being carried out, that they are effective and that issues raised are being resolved.

Local inspections of the outdoor play equipment are undertaken by County appointed contractor in line with the ESCC Guidance on Outdoor Play Equipment document. A certificated inspection is undertaken by a registered RPII (Register of Play Inspectors International) Inspector on an annual basis with records kept.

20.2 Auditing

As a means of confirming that the necessary systems to comply with legislation are in place and are being followed East Sussex County Council's Health and Safety Team will complete a health and safety audit at least every 3 years. The action points identified through the audit will form part of the school development plan.

21. Visitors

The Executive Headteacher and Governors must accept the responsibility for health and safety of visitors to the school, including contractors.

All visitors to the schools will be asked to sign in at the school office and sign out when they leave. Each class teacher will accept responsibility for specific volunteers or visitors including checking that they are aware of emergency procedures and supervising their evacuation in case of an emergency.

Executive Headteacher will ensure that volunteers have the necessary safety information, in line with East Sussex County Council's Voluntary Work Policy.

22. Trade Union Safety Representatives

Trade unions can appoint safety representatives who are legally entitled to inspect premises, investigate accidents and undertake safety training.

The trade union safety representative will consult the Executive Headteacher on any relevant health and safety matters.

23. Health and Safety Policy Monitoring and Review

The federation acknowledges that the Health and Safety Policy is a working document that includes details of policy and procedures relating to health and safety issues.

The federation will constantly monitor and update the Policy as appropriate and will undertake a formal review on an annual basis or after a significant event e.g. accident or change seeking endorsement from the Governing Body.

Monitoring of the policy will be via spot checks, scheduled safety inspections, audits, management reports or accident investigations.

This policy is supplemented by the following local documentation:

- *Crisis Management Plan*
- *Supporting Pupils with Medical Conditions Policy*
- *Offsite Visits Policy*

Appendix 1: List of Useful Contacts in School

Health and Safety Governor – Lewis Wingate

Health and Safety Co-ordinator – Ann Hill

Educational Visits Co-ordinator – Angela Green – H and B; Luke Sibson – P and IK; Matt Dean

Trade Union Safety Representatives

Subject Leaders:

- PE – Stephen Cogger, Jen Daley, Sam Woodrow
- ICT – Nathan Everitt, Claire Francis
- Science – Laura Newnham
- Literacy – Lucy Handley(B), Maria Potter(H), Mandy Duke(IK), Luke Sibson (P)
- Numeracy – Jen Ross(B), Mary Robertson (H), Anne Pettifer(IK), Briony Williams (P)
- Music – Jessica Fracassini
- Design Technology – Emily Mattheson

First Aid Co-ordinator – Liz Rose (B), Amy Saunders (H), Alyson Newman (IK), Penny Ketley (P)

First Aiders – B – Kate Chandler, Liz Rose, Jacqui Tomsett, Chris Walker

H – Kirsty Curran, Grace Johnson, Amy Saunders

IK – Mel Cohen, Alyson Newman

P – Millie Carter, Penny Ketley, Gemma Rogers

Skylark – Natasha Bruce, Christina Hadden

List of Display Screen Equipment 'users'

B – Liz Rose, Jen Ross

H – Angela Green, Amy Saunders

IK – Debbie Collis, Mandy Duke, Jo Hunter

P – Penny Ketley, Luke Sibson

Skylark – Matt Dean, Katie Frizzell, Christina Hadden, Ann Hill, Sophie James, Claire Keeley