



Health and Safety Policy

ST. ANNE'S FULSHAW C OF E PRIMARY SCHOOL

A Policy for Health and Safety

Rationale

St. Anne's Fulshaw C of E Primary School recognises its duty of care for the health, safety and well-being of its employees. It will take all necessary and effective steps to ensure that this is achieved, so far as is reasonably practical. 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.

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.

Purpose

The purpose of this 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 L.A. to ensure that statutory duties are met
- To emphasise the importance of keeping hazards under control by making an assessment of operating risks.

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 it is also a legal duty.

All employees, regardless of their job within the school, have a duty to take care of themselves and others that might be affected by their acts or omissions. Staff should use equipment and working methods approved by the Headteacher/line manager. Special care should be taken with the health and safety issues of any new venture.

Guidelines

The Headteacher has overall responsibility for the implementation of this policy. To facilitate this, the Headteacher currently is designated as the Health and Safety Co-ordinator. Each subject leader is responsible for the effective promotion of health and safety in their curriculum subjects. Each teacher is responsible for the health and safety of the learning environment that they use during the course of each day. There is a named Health and Safety governor who is a member of the Resources Committee.

Each line manager will accept and recognise 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 is of paramount importance.

Risk Assessment

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 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 L.A. risk assessment process.

Consultation

Employees with concerns should normally raise them with the Headteacher or 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 or Health and Safety Co-ordinator, who will seek advice from the LA Health and Safety Adviser, on any concerns of employees, which cannot be resolved locally.

Contractors and School Partnerships

Contractors carrying out work for the school will be vetted for the health and safety performance. 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.

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 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

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 schools Annual Risk Assessment and Safety Review. Feedback from this process will be referred to the Governing Body.

Accident/Incident Reporting

Every injury should be reported in the school accident book, located in the school office. An injury that needs medical attention or involves time off work must be investigated by the person in charge or the area or activity. Where the incident falls within the L.A. reporting criteria, the accident will be recorded on the PRIME system.

Training and Information

Training and development needs will be evaluated and appropriate briefing and training provided. Health and safety training will be available to employees and records maintained by the Headteacher. Key health and safety information is provided to staff in the Staff Handbook which is updated annually. Curriculum health and safety information is maintained by the subject leaders and communicated to staff annually.

Policy Review

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.

Signed: 



Policy updated and reviewed: 20.05.21

Next review date: Summer Term 2022

Addendum - Risk Rating Process:

Likelihood of a hazard occurring	
1	Very unlikely
2	Unlikely
3	Fairly likely
4	Likely
5	Very likely

Consequence of the hazardous event occurring	
1	Insignificant – no injury
2	Minor – minor injuries which may require first aid
3	Moderate – potential absence of up to three days
4	Major – more than seven days of absence
5	Catastrophic – loss of life

Risk rating LxC=R	Action
20-25	STOP – do not proceed. Stop activity and take action immediately.
14-19	URGENT ACTION – take immediate action. Cease activity and maintain existing controls rigorously.
8-13	ACTION – improve within specified timescales.
3-7	MONITOR – look to improve at the next review or if there is a significant change.
1-2	NO ACTION – no further action necessary at this time. Ensure controls are maintained and reviewed.