



Health & Safety Policy

Please note that is policy is subject to the Trust Notification Policy; please refer to the Trust Notification Policy in relation to Trigger events

PART 1. STATEMENT OF INTENT

The Directors of the St Francis of Assisi Catholic Academy Trust will strive to achieve the highest standards of health, safety and welfare consistent with their responsibilities under the Health and Safety at Work etc. Act 1974 and other statutory and common law duties.

The Local Governing Body of each school will actively work with the Headteacher and staff to identify hazards and where these cannot be removed ensure that they are adequately controlled. The Local Governing Body are responsible for ensuring health and safety management systems are in place and effective.

Overall responsibility for the day to day management of health and safety in accordance with the Board of Directors' health and safety policy and procedures rests with the Headteacher.

Specific roles and responsibilities for the Local Governing Body, Headteacher and employees of each school are found in Part 2.

This statement sets out how these duties will be conducted and includes a description of the school's organisation and arrangements for dealing with different areas of risk. Details of how these areas of risk will be addressed are given in the Local Arrangements section.

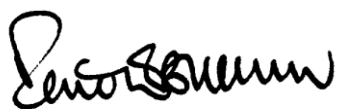
This policy will be brought to the attention of, and/or issued to, all members of staff and shared on the school and Trust website.

This policy statement and the accompanying organisation and arrangements will be reviewed every year.

This policy statement supplements include, where applicable in each school:

- Anaphylaxis Policy
- Asbestos Policy

- Behaviour Policy
- Educational Visits Policy
- Emergency Management Plan
- Expedition Code of Practice
- Fire Evacuation Policy
- Government Guidance for Driving Minibus
- Lone Working Policy
- Minibus Policy
- Protocol for Dealing With Injuries on the Sports Field
- Snow Procedures
- Scheme for control of Legionella by frequency



Fr Peter Harris **Chair**

September 2022



Andrew Celano **CEO**

September 2023

APPROVED BY TRUST SEPTEMBER 2022

DUE FOR REVIEW SEPTEMBER 2023

PART 2. ORGANISATION

In Academy schools, the responsibility for health and safety rests with the Board of Directors as the employer.

At a school level duties and responsibilities have been assigned to staff and governors as detailed below.

Responsibilities of the Trust

The Director responsible for Health and Safety in the Trust (Fr. Peter Harris) will work with the CEO and Lead Governors from each School Governing Body on Health and Safety matters. The monitoring of the Trust will be via predominantly a Dashboard-style approach to reviewing the risk areas in each school. Statlog is currently under active consideration as an alternative level of monitoring.

At a school level, duties and responsibilities are set out as below

Responsibilities of the Governing Body

The Governing Body are responsible for ensuring health and safety management systems are in place and effective. They fulfil a strategic role in health and safety and are not expected to be involved in day to day management of the school.

As a minimum these management systems should adhere to the LA's health and safety policy, procedures and standards as detailed on the H&S pages of the [Hertfordshire Grid](#) and follow the HSE's '[Managing for health and safety](#)' (HSG65) (hse.gov.uk), namely:

- **Plan**-set the strategic direction for effective H&S management.
- **Do**-ensure management systems deal with risks sensibly, responsibly and proportionately.
- **Check**-monitoring and reporting processes are in place to ensure the school is compliant.
- **Act**-undertake a formal review of health and safety performance.

A Health & Safety Governor at each school (Katie Cockerton) has been appointed to receive relevant information, monitor the implementation of policies and procedures and to feedback health and safety issues and identified actions to the Governing Body.

The Governing body will receive regular reports from the Headteacher or other nominated members of staff, school business manager etc. in order to enable them to provide and prioritise resources for health and safety issues.

Where required the Governing body will seek specialist advice on health and safety which the establishment may not feel competent to deal with.

The Trust as the employer provides access to competent health and safety advice via James Ottery at HCC's Health and Safety Team, Tel: 01992 556478

healthandsafety@hertfordshire.gov.uk as required by the Health and Safety at Work etc. Act 1974.

Responsibilities of the Headteacher

Overall responsibility for the day to day management of health and safety in accordance with the Board of Directors' health and safety policy and procedures rests with the Headteacher.

The Headteacher has responsibility for:

- Co-operating with the Trust and Governing Body to enable health and safety policy and procedures to be implemented and complied with.
- Communicating the policy and other appropriate health and safety information to all relevant people including contractors.
- Ensuring effective arrangements are in place to pro-actively manage health and safety by conducting and reviewing inspections and risk assessments and implementing required actions.
- Reporting to the Trust and Governing body on health and safety performance and any safety concerns/ issues which may need to be addressed by the allocation of funds.
- Ensuring that the premises, plant and equipment are maintained in a safe and serviceable condition.
- Reporting to the Board of Directors as the employer any significant risks which cannot be rectified within the establishment's budget.
- Ensuring all staff are competent to carry out their roles and are provided with adequate information, instruction and training.
- Ensuring consultation arrangements are in place for staff and their trade union representatives (where appointed) and recognising the right of trade unions in the workplace to require a health and safety committee to be set up.
- Monitoring purchasing and contracting procedures to ensure health and safety is included in specifications & contract conditions.

Whilst overall responsibility for health and safety cannot be delegated the Headteacher may choose to delegate certain tasks to other members of staff.

Responsibilities of other staff holding posts of special responsibility Tom Johnston, Enzo Russo

- Apply the school's health and safety policy to their own department or area of work.
- Ensure staff under their control are aware of and follow relevant published health and safety guidance (from sources such as CLEAPSS, AfPE etc.)
- Ensure that 3rd party providers on site are clear about their H&S responsibilities
- Ensure health and safety risk assessments are undertaken for the activities for which they are responsible and that identified control measures are implemented.
- Ensure that appropriate safe working procedures are brought to the attention of all staff under their control.
- Take appropriate action on health, safety and welfare issues referred to them, informing the head of any problems they are unable to resolve within the resources available to them.
- Carry out regular inspections of their areas of responsibility and report / record these inspections.
- Ensure the provision of sufficient information, instruction, training and supervision to enable staff and pupils to avoid hazards and contribute positively to their own health and safety.
- Ensure that all accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated.

Responsibilities of employees

Under the Health and Safety at Work Act etc. 1974 all employees have general health and safety responsibilities. All employees are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions.

All employees have responsibility to:

- Take reasonable care for the health and safety of themselves and others in undertaking their work.
- Comply with the school's health and safety policy and procedures at all times.
- Report all accidents and incidents in line with the reporting procedure.
- Co-operate with school management on all matters relating to health and safety.
- Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare.

- Report all defects in condition of premises or equipment and any health and safety concerns immediately to their line manager.
- Ensure that they only use equipment or machinery that they are competent / have been trained to use.
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons.

PART 3. LOCAL ARRANGEMENTS

Each Trust school will detail its own approach to the items listed in these appendices. Necessary arrangements in each school should include managing the topics listed in these appendices, but must not be limited to these topics alone. Schools may not reduce the breadth and effectiveness of the arrangements outlined in the appendices, but should personalise them as required. Each school will therefore form its own Part II to this overarching Health & Safety Policy. The Part II will consist of detailed arrangements for the following items and any other necessary matters to manage in respect of safety.

Further detailed information and guidance on the LA's expectations are provided via [Health and safety - Hertfordshire Grid for Learning \(thegrid.org.uk\)](https://thegrid.org.uk)

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- Appendix 20 - Stress
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Addendum - COVID-19 risks

APPENDIX 1

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| RISK ASSESSMENTS |
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General Risk Assessments

The school conducts and documents risk assessments for all activities presenting a significant risk. These are co-ordinated by Enzo Russo following guidance contained on the H&S pages of the [Hertfordshire Grid](#) and are approved by the Headteacher

Risk assessments are available for all staff to view and are stored digitally. These assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest. Staff will be made aware of any changes to risk assessments relating to their work..

Individual Risk Assessments

Specific assessments relating to staff member(s) or pupil(s) are held on that individual's file and will be undertaken by the Student Hub Officer/ Learning Coordinator or their line manager. Such risk assessments will be reviewed on a regular basis.

All risk assessments will be retained for a minimum period of 5 years and any relevant risk assessments linked to pupil incidents should be retained for a minimum of 3 years after their 18th birthday.

It is the responsibility of all staff to inform their line manager of any medical conditions (including pregnancy) which may impact upon their work.

Curriculum Activities

Risk assessments for curriculum activities will be carried out by the subject leader using the relevant codes of practice and model risk assessments detailed below.

Whenever a new course is adopted or developed all activities are checked against these and significant findings incorporated into texts in daily use scheme of work / lesson plan etc.

All schools should take a subscription to [CLEAPSS](#) where necessary and use their publications as sources of model risk assessment within Science, Art and DT.

See

- CLEAPSS technology site <http://dt.cleapss.org.uk/>;
- CLEAPSS science site <http://science.cleapss.org.uk/>
- CLEAPSS primary school's site <http://primary.cleapss.org.uk/>

In addition the following publications are used within the school as sources of model risk assessments:

Secondary schools

- **BS 4163:2021 Health and Safety for Design and Technology in Schools and Similar Establishments- Code of Practice]**
- ASE, Safeguards in the school laboratory, 2006 (11th Edition), <http://www.ase.org.uk/>] ISBN 978-0-86357-408-5

- Safe Practice in Physical Education, School Sport and Physical Activity 2020' Association of PE 'AfPE' <http://www.afpe.org.uk/>

APPENDIX 2

OFFSITE VISITS

The Trust has adopted the Outdoor Education Advisory Panel's (OEAP) [national guidance](#) for learning outside the classroom and offsite visits and all offsite visits will be planned following this guidance available via <https://oeapng.info/>

Responsibilities of key roles are outlined by the OEAP here:

[Visit leader](#)

[EVC](#)

[Headteacher](#)

The Trust has approved the offsite visits arrangements in place in each school, but may eventually form an overarching policy.

The LA's Offsite Visits Advisor must be notified of all level 3 trips, which include self-led adventurous activities, fieldwork trips to open or "wild" country, and all trips overseas. This will be done via the use of Evolve, the online notification and approvals system.

Evolve is used for the planning and approval of offsite visits. Relevant risk assessments, participant's names etc. will be attached electronically as required] / [The school also have their own set of standard operating procedures and risk assessments for local learning areas (routine / low risk activities taking place near the school)

The member of staff planning the trip (visit leader) will submit all relevant paperwork and risk assessments relating to the trip to the school's Educational Visits Co-ordinator(s) Catherine Wilkin who will check the documentation and planning of the trip and if acceptable refer the visit for approval to the Deputy Headteacher with responsibility for Health and Safety.

For more specific guidance refer to St Mary's Policy F1 (School Trips)

The Trust recommends that the EVC should attend training and refresher training every 3 -5 years.

APPENDIX 3**HEALTH AND SAFETY MONITORING AND INSPECTION**

A formal inspection of the site will be conducted on a termly basis and be undertaken / co-ordinated by Enzo Russo, Estates Manager

Inspections of individual departments will be carried out by Heads of Department or nominated staff.

In both cases the person(s) undertaking inspection will complete a report in writing and submit this to the Deputy Headteacher (H&S) Responsibility for following up items detailed in the safety inspection report will rest with The Estates Manager

A named governor, Katie Cockerton, will be involved in monitoring the school's health and safety management systems on at least an annual basis and report back to both the relevant sub-committee and full governing body meetings.

Advice and pro forma inspection checklists to assist the monitoring process can be found on the [Grid](#).

Inspections will be conducted jointly with the establishment's health and safety representative(s) if possible.

APPENDIX 4

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| FIRE EVACUATION AND OTHER EMERGENCY ARRANGEMENTS |
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The headteacher is responsible for ensuring the school's fire risk assessment is undertaken by a competent person and implemented following guidance contained in ['Fire safety risk assessment; Educational premises'](#) and the [Grid](#)

The fire risk assessment is located in the office of the Estates Manager office in the school's fire log-book and will be reviewed on an annual basis.

Emergency Procedures

Fire and emergency evacuation procedures are detailed in the staff handbook and in the school's emergency response plan and an evacuation plan posted in each classroom and a summary posted in each classroom. These procedures will be reviewed at least annually and are made available to all staff as part of the school's induction process. This training is supported by regular termly drills.

Evacuation procedures are also made available to all other users of the building (contractors / visitors/ hirers etc.).

Emergency exits, fire alarm call points, assembly points etc. are clearly identified by safety signs and notices.

Emergency contact and key holder details are maintained as part of the school's emergency response plan by Enzo Russo, Estates Manager and updated to the Trust as necessary.

Fire Drills

- Fire drills will be undertaken termly and results recorded in the fire log book on the shared drive in the Premises folder under Fire.

Fire Fighting

- Staff must ensure the alarm is raised BEFORE attempting to tackle a fire.
- The safe evacuation of persons is an absolute priority. Staff may only attempt to deal with small fires, **if it is safe to do so without putting themselves at risk**, using portable firefighting equipment.
- Staff are made aware of the type and location of portable firefighting equipment and receive basic instruction in its correct use at induction.

Details of service isolation points (i.e. gas, water, electricity) are found on the map in the Fire Log File.

Details of chemicals and flammable substances on site.

An inventory of these will be kept by the Estates Manager and the the relevant person (e.g. Subject Leader of Science, Premises Manager). as appropriate, for consultation. (See COSHH Appendix 11)

APPENDIX 5**INSPECTION /MAINTENANCE OF EMERGENCY EQUIPMENT**

The Estates Manager is responsible for ensuring that the school's fire log is kept up to date and that the following inspection / maintenance is undertaken and recorded in the fire log book located in the Estates Manager's office.

FIRE ALARM SYSTEM

Fire alarm call points will be tested weekly in rotation. This test will occur on a Tuesday at 12 midday. Any defects on the system will be reported immediately to the alarm contractor / electrical engineer Chubb 0344 879 1666 or a suitably qualified contractor

A fire alarm maintenance contract is in place with Chubb and the system tested annually and serviced biannually by them.

FIRE FIGHTING EQUIPMENT

Weekly in-house checks are undertaken to ensure that all firefighting equipment remains available for use and operational.

Chubb undertakes an annual maintenance service of all firefighting equipment. Defective equipment or extinguishers that need recharging should be taken out of service and reported direct to the Premises Manager

EMERGENCY LIGHTING SYSTEMS

Emergency lighting will be checked for operation monthly in house and these tests recorded. Annually a full discharge test for the duration of the batteries and certification of the system will be undertaken by Chubb

MEANS OF ESCAPE

Daily checks are undertaken for any obstructions on exit routes and ensures all final exit doors are operational and available for use.

APPENDIX 6**FIRST AID AND MEDICATION**

The school has assessed the need for first aid provision and identified the following staff to provide first aid (both on site and where required for trips/visits and extra-curricular activities).

TRAINED TO FIRST AID AT WORK LEVEL (3 days /18 hrs):

Donna Swyers, 16th November 2022, Ext 233

Angela McGorrell, 27th April 2021, Ext 272

TRAINED TO EYFS STANDARD (PAEDIATRIC FIRST AID, 2 days/ 12 hrs):

Daren Jones, 27th June 2022, Ext 238

Lucy Frino, 27th June 2022, Ext, 206

TRAINED TO EMERGENCY FIRST AID AT WORK (1 day / 6 hrs):

Claire Wright, 27th June 2022, Ext 242

Jo Knight, 27th June 2022, Ext 258

OTHER TRAINING IN EMERGENCY FIRST AID ¹ (6 hr):

First aid qualifications remain valid for 3 years. The Head's PA will ensure that refresher training is organised to maintain competence and that new persons are trained should first aiders leave.

FIRST AID BOXES ARE LOCATED AT THE FOLLOWING POINTS:

- First Aid room in A block
- Science Prep Room
- PE Office in D Block
- **Sixth Form**
- **DT Department**
- A Number of travel First Aid Kits are kept in the First Aid Room for the use on External Visits

Donna Swyers is responsible for regularly checking (termly) that the contents of first aid boxes, (including travel kits/ those in vehicles) are complete and replenished as necessary.

[AEDs (automated external defibrillators) ARE LOCATED AT THE FOLLOWING POINTS²: (some AEDs may require additional checks for functionality check the user manual and add accordingly)]

¹ Supplementary first aid training focussed on pupil needs and could include other specific risks e.g. sports first aid for PE staff etc.

- First Aid room in A block
- PE Office in D Block

Transport to hospital: Where a first aider considers it necessary, the injured person will be sent directly to hospital (normally by ambulance). Parents / carers will be notified immediately of all major injuries to pupils.

No casualty will be allowed to travel to hospital unaccompanied and an accompanying adult will be designated in situations where the parents/carers cannot be contacted in time.

Where there is any doubt about the appropriate course of action, the first aider will consult with the Health Service helpline (NHS Direct 111) and, in the case of pupil with the parents/carers.

Nearest A&E

Princess Alexander

Hamstel Road
Harlow
Essex
CM20 1QX Tel: 01279 444455

Administration of medicines

All medication will be administered to pupils in accordance with the DfE document

[Supporting pupils at school with medical conditions](#). Detailed arrangements are provided in a separate school policy.

No member of staff will administer **any** medication (prescribed or non-prescribed) to children under 16 without a parent's written consent except in exceptional circumstances.

Donna Swyers is responsible for accepting medication and checking all relevant information has been provided by parents / carers prior to administering.

Records of administration will be kept by Donna Swyers

All non-emergency medication kept in school is securely stored and safely labelled and stored in the First Aid Room, which is monitored by the Student Hub Officer with access strictly controlled. All pupils know how to access their medication. Under no circumstances will medication be stored in first aid boxes.

Emergency medication and devices such as asthma inhalers, blood glucose testing meters and adrenaline pens are always readily available to children and not locked away. These are kept in the first aid room and clearly labelled.

3 DfE are intending to provide a defibrillator to all schools without one by end of 22/23 academic year. Currently no mandatory requirement for schools to purchase a defibrillator it continues to be dependent on your own risk / needs assessment.

The school have chosen to hold an emergency salbutamol inhaler and an emergency EpiPen for use by pupils in the event of:

- EITHER their own prescribed inhaler/EpiPen is unavailable or out of date
- OR following instruction from a medical profession in the event of an incident involving a student with no previous record of reaction

Individual Health Care Plans (IHCP)

Parents / carers are responsible for providing the school with up to date information regarding their child's health care needs and providing appropriate medication.

IHCPs are in place for those pupils with significant medical needs e.g. chronic or ongoing medical conditions such as diabetes, epilepsy, anaphylaxis etc.

The IHCP is developed with the pupil (where appropriate), parent/carer, designated named member of school staff, specialist nurse (where appropriate) and relevant healthcare services. These plans will be completed at the beginning of the school year / when child enrolls / on diagnosis being communicated to the school and will be reviewed annually by First Aid Coordinator, Student Hub Officer.

All staff are made aware of any relevant health care needs and copies of health care plans are available in First Aid and on SIMS within individual child details under medical

Staff will receive appropriate training related to health conditions of pupils and the administration of medicines by a health professional as appropriate.

APPENDIX 7**ACCIDENT REPORTING PROCEDURES****Accidents to employees**

Employees must report all accidents, violent incidents and near misses.

All employee incidents must be reported to the Headteacher of each school and where serious (e.g. qualifying for reporting to HSE) to the Trust via the CEO before the reporting is submitted.

Employee accident / incident forms are to be retained for a minimum of 3 years.

Accidents to pupils and other non-employees (members of public / visitors to site etc.)

A local accident book – this is stored digitally and maintained by the First Aid Coordinator is used to record all minor incidents to non-employees, more significant incidents as detailed below must also included in the hard copy Accident Book located in the Student Hub reported to the Trust in the regular Headteacher reports or as outlined above if the criteria is met.

- Major injuries.
- Accidents where significant first aid treatment has been provided.
- Accidents which result in the injured person being taken from the scene of the accident directly to hospital.
- Accidents arising from premises / equipment defects.

Parents / carers will be notified immediately of all major injuries.

Pupil / student accident forms are to be retained for a minimum of 3 years after their 18th Birthday.

All Accidents

All major incidents will be reported to the Trust via the CEO, the Headteacher and [the Governing Body/ Health and Safety Governor.

Accidents will be monitored for trends and a report made to the Governing Body as necessary.

The Headteacher, or their nominee, will investigate accidents and take remedial steps to avoid similar instances recurring. Faulty equipment, systems of work etc. must be reported and attended to as soon as possible. Any relevant learning points will be communicated to relevant staff and pupils / students.

Reporting to the Health and Safety Executive (HSE)

The Headteacher is responsible for ensuring all RIDDOR reportable incidents are reported. The CEO should be made aware of any incident before reporting to the HSE.

Schools should aim to report pupil / non-employee RIDDOR reportable incidents to the HSE within 10 days of the incident occurring.

Incidents involving a fatality or major injury will be reported immediately to the Health and Safety Executive (HSE) on 0345 300 9923, and the Board of Directors via the CEO prior to reporting.

Incidents resulting in the following outcomes must be reported to the HSE via their online reporting system <http://www.hse.gov.uk/riddor/> within 15 days of the incident occurring.

- A pupil or other non-employee being taken directly to hospital for treatment and the accident arising as the result of the condition of the premises / equipment, due to the way equipment or substances were used or due to a lack of supervision / organisation etc.
- Employee absence or inability to carry out their normal duties as the result of a work related accident, for periods of 7 days or more (including W/E's and holidays).

See the HSE information sheet ['Incident reporting in schools'](#) EDIS1 REV 3

APPENDIX 8

HEALTH AND SAFETY INFORMATION & TRAINING

Consultation

Employees and/or their representatives will be consulted on all matters that affect their health, safety and welfare.

A meeting of the Health & Safety Committee is scheduled every term. The Health & Safety Committee consists of key staff (such as Science Technicians, Catering Manager, and Site team). This meeting is chaired by the Deputy Headteacher with Responsibility for H&S, with minutes kept and stored in the Premises Folder.

The Resources Committee and full governing body meets termly to discuss health, safety and welfare issues affecting staff, pupils or visitors. Action points from meetings are brought forward for review by school management.

Communication of Information

Information and guidance on how to comply with the LA's health and safety policy is given via the H&S pages of the Grid.

The Health and Safety Law poster is displayed in Main Reception, Georgian Block Staff room, T Block Staff room and Student Hub.

In Academy Schools, the Trust as the employer provides access to competent H&S advice via HCC'S H&S team (James Ottery) as required by the Health and Safety at Work etc. Act 1974.

Health and Safety Training

All employees will be provided with:

- a copy of and induction training in the requirements of this policy;
- update training in response to any significant change;
- training in specific skills needed for certain activities, (e.g. use of hazardous substances, work at height etc.) and
- refresher training where required.

Any new instructions or restrictions in relation to Health & Safety will be communicated to all staff via the school's normal communication methods (Weekly Bulletins and Staff Briefings) and highlighted as part of the standard cycle of policy review.

Training records will be kept in the Heads PA's Office.

The Estates Manager, Enzo Russo is responsible for co-ordinating health and safety training needs and for including details in the training and development plan. This includes a system for ensuring that refresher training is undertaken within the prescribed time limits.

The Headteacher will be responsible for assessing the effectiveness of training received and ensuring staff are competent to undertake their duties.

Each member of staff is also responsible for drawing the Headteacher's / line managers' attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence.

APPENDIX 9

PERSONAL SAFETY / LONE WORKING

The school believes that staff should not be expected to put themselves in danger and will not tolerate violent / threatening behaviour to its staff.

Staff will report any such incidents to the Headteacher. The school will work in partnership with the LA and police where inappropriate behaviour/ individual conduct compromises the school's aims in providing an environment in which the pupils and staff feel safe.

Lone working

Staff are encouraged not to work alone in school. Work carried out unaccompanied or without immediate access to assistance should be risk assessed to determine if the activity is necessary.

Work involving potentially significant risks (for example work at height) must not be undertaken whilst working alone.

Staff working outside of normal school hours must obtain permission of the Headteacher / senior member of staff and sign in and out of the school premises.

Where lone working cannot be avoided staff (E.g. site staff locking up, cleaners working before school opens) should ensure they have means to summon help in an emergency e.g. access to a telephone or mobile phone etc.

School staff responding to alarm call outs

Nominated key holders attending empty premises where there has been an alarm activation should do so with a colleague if possible. They should not enter the premises unless they are sure it is safe to do so. The site team is made up of 4 staff act who act as the key holders out of hours. Contact detailed are listed with the intruder alarm monitoring centre. They have the relevant keys and codes to access the site.

APPENDIX 10**PREMISES AND WORK EQUIPMENT**

All staff are required to report to the Site team / Estates manager any problems found with the premises or plant/equipment. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

Where premises defects are identified a dynamic assessment is conducted to determine if the area should be isolated / cordoned off whilst awaiting repair.

Enzo Russo, Estates Manager coordinates departments requiring equipment lists with department heads is responsible for identifying all plant and equipment in an equipment register and ensuring that any specific training or instruction needs, personal protective equipment requirements are identified and relevant risk assessments conducted where required.

Equipment restricted to those users who are authorised / have received specific training is detailed in the register.

Planned maintenance / inspection

Regular inspection and testing of school plant and equipment is conducted to legislative requirements by competent contractors. Records of such monitoring will be kept by Enzo Russo Estates Manager and in the Premises folder on RMStaff

(Key areas for compliance are outlined in 'Maintenance and inspection requirements on the Grid and the DfE's Good Estate Management for schools)

Curriculum Areas

Heads of Department are responsible for ensuring maintenance requirements for equipment in their areas are identified and implemented.

Electrical Safety

All staff will conduct a basic visual inspection of plugs, cables and electrical equipment prior to use. Defective equipment will be reported to the site team.

All portable items of electrical equipment will be subject to formal inspection and testing (Portable Appliance Testing (PAT)) on an identified cycle (dependent upon the type of equipment and the environment it is used in).

All earthed equipment (class 1) and cables attached to such equipment will be tested annually. This inspection and testing will be conducted by Plowright Hinton or other suitably qualified contractor according to the detailed frequency of inspection and testing.

The Premises Manager is responsible for the oversight of all relevant electrical appliances and for ensuring that equipment is available for testing.

Personal items of equipment (electrical or mechanical) should not be brought into the school without prior authorisation and must be subjected to the same tests as school equipment.

An electrical installation condition report (fixed wire test) will be conducted by an approved electrical contractor on a 5 year cycle. [an annual inspection and 20% physical test of wiring will be undertaken in order to provide a full set of results over a 5 year period].

Records of these inspections and certification will be maintained and remedial works arising acted upon in a timely manner.

External play equipment

External play equipment will only be used when appropriately supervised, however, we do not currently have any external play equipment.

APPENDIX 11

FLAMMABLE AND HAZARDOUS SUBSTANCES

Every attempt will be made to avoid, or choose the least harmful of, substances which fall under the ***“Control of Substances Hazardous to Health Regulations 2002”*** (COSHH Regulations).

Within curriculum areas (in-particular science and DT) subject leads are responsible for COSHH and ensuring that an up to date inventory and model risk assessments contained in the relevant national publications are in place. (CLEAPSS, Association for Science Education's "Topics in Safety" etc.)

In all other areas the establishments nominated person(s) responsible for substances hazardous to health are Charlie Cage Site Services, Ray Ellis for Evergreen cleaning, Terry Peacock Aspens Catering.

They shall ensure:

- Records of exposure to hazardous substances in the workplace should be kept for up to 40 years
- an inventory of all hazardous substances used on site is compiled and regularly reviewed.
- material safety data sheets are obtained from the relevant supplier for all such materials.
- If required, full COSHH risk assessments are conducted and communicated to staff exposed to the product/substance.
- all substances are appropriately and securely stored out of the reach of children.
- all substances are kept in their original packaging and labelled (no decanting into unmarked containers).
- suitable personal protective equipment (PPE) has been identified and available for use. PPE is to be provided free of charge where the need is identified as part of the risk assessment.

PPE

All staff required to wear PPE will be provided with suitable information, instruction and training in its use and will use PPE provided accordingly, reporting any defects to their manager.

Where persons may be affected by their use on site, Enzo Russo, Estates Manager responsible for ensuring that COSHH assessments are available from contractors (*this applies to both regular contracts such as cleaners and caterers and from builders, decorators, flooring specialists, etc*).

Secondary level only

RADIOACTIVE SOURCES

The school follows CLEAPSS guidance L93 in ‘Managing Ionising radiations and Radioactive substances in schools and colleges’ November 2019 Edition.

- HCC’s Radiation Protection Officer is the preferred Curriculum Advisor for Science;
- CLEAPSS provide the Radiation Protection Adviser (RPA) service for HCC;
- The member of staff with day to day responsibility for radioactive sources (the Radiation Protection Supervisor, RPS) is Aaron Nichol, the Subject Leader of Science who is responsible

for ensuring that the radioactive source history and use log are kept up to date and that a leak test is conducted and recorded annually.

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| ASBESTOS |
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APPENDIX 12

TRUST ASBESTOS MANAGEMENT POLICY STATEMENT: An asbestos survey and management plan is in place for the school in accordance with the Trust's wish that each school continues to adopt [HCC's asbestos policy](#). The school's most recent asbestos management survey was conducted on August 2014 by Redhills.

The Trust expects that the Governing Body and Headteacher continue to discharge the responsibilities outlined for the duty holder. The duty holder is defined by the Trust and HSE as the organisation that has clear responsibility for the maintenance or repair of non-domestic premises, for example through an explicit agreement such as a tenancy agreement or contract.

The Governing Body and Headteacher must ensure that the requirements within these documents are full adhered to and met:

<https://www.gov.uk/guidance/asbestos-management-in-schools/requirements-for-managing-asbestos-and-who-this-guidance-is-for>

<https://www.hse.gov.uk/services/education/asbestos-checklist.pdf>

The school's asbestos log (including school plans, asbestos survey data and a site specific management plan) is held by Enzo Russo, Estates Manager, in the Estates Office and on the shared drive.

The Headteacher will ensure that **all** school staff (and others such as catering and cleaning staff who may not be employed directly by the school) are made aware of the location of asbestos containing materials (ACM) within their work areas.

Under no circumstances must staff undertake any work which could disturb the fabric of the building or fixed equipment, e.g. affixing anything to walls without first obtaining approval from an Asbestos Authorising Officer. (Even stapling / pushing a drawing pin into ACM may result in the release of fibres into the air.)

In the event of any damage occurring to materials known or suspected to contain asbestos this will be reported to one of the school's asbestos authorising officers and the area immediately evacuated and closed / locked off.

Professional advice will be sought and details of the incident reported to Barkers LLP via the CEO.

The school's asbestos authorising officers are Enzo Russo, Estates Manager, Charlie Cage, Premises Manager and also site team staff, Daren Jones and Noel Deady and refresher training is required 3 yearly.

Prior to **any** work commencing on the fabric of the building or fixed equipment (e.g. boilers, kilns etc.), either by contractors or school staff, one of the asbestos authorising officers **must** check the asbestos log and establish whether permission to work can be given.

The Headteacher / asbestos authorising officers shall ensure:

- That the asbestos log is consulted at the earliest possible opportunity and that **all** work affecting the fabric of the building or fixed equipment is entered in the permission to work log and signed by those undertaking the work.
- A visual inspection of asbestos containing materials remaining on site is conducted and recorded (legal requirement to do so annually as a minimum).
- The limitations of the management survey and areas of the building that have **not** been surveyed are understood and considered as part of the permission to work process e.g. areas above 3m in height, within ceiling voids (where panels / tiles are fixed), floor voids and ducts etc.
- All records pertaining to asbestos are effectively maintained and retained (legal requirement to do so for a period of 40 years).
- The school's asbestos management plan is kept up to date and that any asbestos works (removal, new project specific surveys etc.) are notified to the LA via asbestos@hertfordshire.gov.uk.
- Where more invasive works and / or works which go beyond the limitations of the management survey are planned, a refurbishment / demolition survey will be commissioned to obtain a comprehensive assessment of all ACMs that could be affected prior to the works commencing.

APPENDIX 13

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| CONTRACTORS |
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All contractors used by the school shall ensure compliance with relevant health and safety legislation, guidance and good practice.

All contractors must report to Main Reception where they will be asked to sign the visitors book and wear an identification badge. Contractors will be issued with guidance on emergency procedures, relevant risks, and local management arrangements.

Enzo Russo, Estates Manager & Site team are responsible for monitoring areas where the contractor's work may directly affect staff and pupils and checking whether expected controls are in place and working effectively.

School managed projects

The Construction (Design and Management) Regulations 2015³ applies to all building, demolition, repair and maintenance or refurbishment work.

Where the school undertakes projects direct the governing body are considered the 'client' and therefore have additional statutory obligations. These projects are managed by Barkers Associates on the school's behalf who will ensure landlords consent has been obtained and, where applicable, all statutory approvals, such as planning permission and building regulations have been sought.

To ensure contractor competency the school uses a property framework contractor as a method of procuring works. These contractors have satisfied the County Council that they understand and abide by health and safety regulations. Details can be found at [Property contractors and consultants - Hertfordshire Grid for Learning \(thegrid.org.uk\)](http://thegrid.org.uk)

When considering the appointment of contractors outside of Hertfordshire frameworks Enzo Russo, Estates Manager, will undertake appropriate competency checks prior to engaging a contractor i.e. they have sufficient skills, knowledge and experience) to do the job safely, the degree of competence required will depend on the work to be done.

Contractors will be required to provide a construction phase plan, risk assessments and method statements detailing the safe systems of work to be used prior to works commencing on site.

Risk assessments and method statements shall be specific to the site and all aspects of the works to be undertaken. The school, contractors and any subcontractors involved will exchange relevant information regarding the work activities and agree the risk assessments.

³ Such projects are notifiable to the HSE where the work exceeds 30 days or involves more than 500 person days of work. In such instances and/ or if there will be more than 1 contractor on site at the same time (in which case a principal designer and principal contractor must be appointed in writing by the client) it is recommended that an agent be used to work on the schools behalf.

APPENDIX 14**WORK AT HEIGHT**

Working at height can present a significant risk, where such activities cannot be avoided a task specific risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees authorised to work at height.

Storage above head height is minimised as far as possible, where this cannot be avoided only lightweight and rarely used items are stored there.

When working at height (including accessing storage or putting up displays) appropriate stepladders or kick stools are to be used. Staff must not climb onto chairs etc.

Only those persons who have been trained to use ladders safely may use them.

Basic instruction is provided to all staff who use ladders / stepladders, see

<http://www.hse.gov.uk/pubns/indg455.htm>.

Formal training on work at height, use of ladders, mobile tower scaffolds etc. will be provided where a significant risk is identified as part of an individual's role e.g. site staff, drama, ICT technician etc.

The establishments nominated person(s) responsible for work at height is e.g. Site team, with Charlie Cage having the formal training.

The nominated person(s) shall ensure:

- all work at height is properly planned and organised;
- the use of access equipment is restricted to authorised users;
- all those involved in work at height are trained and competent to do so;
- the risks from working at height are assessed and appropriate equipment selected;
- a register of access equipment is maintained, all equipment is regularly inspected and maintained with any defective equipment taken out of use until repaired / replaced
- any risks from fragile surfaces is properly controlled.

APPENDIX 15

LIFTING AND HANDLING

Generic risk assessments for regular manual handling operations are undertaken and staff provided with information on safe moving and handling techniques.

Staff should ensure they are not lifting heavy items and equipment unless they have received training and/or equipment in order to do so safely.

Those manual handling activities which present a significant risk to the health and safety of staff, will be reported to Enzo Russo, Estates Manager and where such activities cannot be avoided a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees who must follow the instruction given when carrying out the task.

Paediatric Moving and Handling

All staff who move and handle pupils have received appropriate training (both in general moving and handling people techniques and specific training on any lifting equipment, hoists, slings etc. they are required to use).

All moving and handling of pupils has been risk assessed and recorded by a competent member of staff.

Equipment for moving and handling people (hoists, slings etc.) is subject to inspection on a 6 monthly basis by a competent contractor.

APPENDIX 16

DISPLAY SCREEN EQUIPMENT (DSE)

All staff who use computers daily, as a significant part of their normal work (*significant is taken to be continuous / near continuous spells of an hour or more at a time*) e.g. admin / office staff shall have a DSE assessment carried out.

Staff identified as DSE users are entitled to an eyesight test for DSE use every 2 years by a qualified optician (and corrective glasses if required specifically for DSE use).

Advice on the use of DSE is available via the [Grid](#)

APPENDIX 17**VEHICLES ON SITE**

Vehicular access to the school is restricted to school staff and visitors only and not for general use by parents / carers when bringing children to school or collecting them.
Access to the school must be kept clear for emergency vehicles.

Separate pedestrian and vehicle gates are provided.

A risk assessment is in place for pedestrian / vehicle segregation.

There is a clear separation of pedestrians and vehicles access at the school entrance. There are separate pedestrian gates adjacent to both of the vehicle gates. Each pedestrian gate leads on to a path which enters the school site. One of the pathways crosses the entrance to the over-flow car park. Vehicle gates must not be used for pedestrian access. Access for Emergency Vehicles must be maintained (i.e. routes are clear that would allow an ambulance or fire engine to get access to the field and/or playground.

The main entrance vehicle gates are normally kept closed during school hours. The 'In' gate is electronically operated using an inter-com system in reception. This gate is opened at approximately 3pm to allow coaches to access site and is monitored by a member of site team to ensure no unauthorised vehicle access.

The school has a designated vehicle drop off/collection point (referred to as the 'Turning Circle'). This means students being dropped off/collected by coach do not have to cross any public roads to access the coaches. The Turning circle contains a number of 'lanes' with raised pedestrian 'islands' between each. Vehicles dropping off/picking up use these islands to enable pedestrians to safely navigate to the school site. Parents dropping off students must use these lanes/islands so that students are not unexpectedly walking in the paths of on-coming vehicles

Students using the turning circle do have to use a pedestrian crossing that crosses part of the school carpark. During the morning and afternoon coach runs there is a member of staff on duty to ensure students cross the pedestrian crossing safely.

APPENDIX 18**LETTINGS / SHARED USE OF PREMISES**

Lettings are managed by *Enzo Russo, Estates Manager*

They will ensure a signed letting agreement is completed specifying the school's terms and conditions for hire .

Relevant public liability cover must be in place and checked by the school.

The school will provide hirers with a site induction to ensure they are clear on emergency procedures and any specific risks or restrictions relating to the use of the site.

A risk assessment (proportionate to the activity) will be completed before the event, the School reserves the right to impose restrictions in order to ensure health and safety.

Where the booking group are not part of a formal organisation and do not have public liability insurance, they will be requested to sign a declaration to acknowledge this.

Any electrical equipment brought onto site must be PAT tested if it is not brand new.

Depending on the activity a separate risk assessment may be needed

APPENDIX 19

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| MINIBUSES |
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Enzo Russo, Estates manager maintains a list of nominated drivers who have received training in order to drive a minibus and conducts an annual check of their driving license via the DVLA.⁴

On an annual basis individual staff will be required obtain a check code from the DVLA and provide this to Enzo Russo, Estates manager in order that the school can see what vehicles they can drive and any penalty points or disqualifications on their license]

All minibus drivers should hold a valid HCC minibus permit (valid for 5 years) issued by the HCC Road Safety Unit.

The site team is responsible for the undertaking regular checks on the vehicles and the schools operation of minibuses following advice in [Minibuses in Hertfordshire | Hertfordshire County Council](#)

⁴ All drivers must be over 21 and hold a full Category B (car) licence, non-employees must have held this for at least two years. Employees must have category D1 entitlement, those who obtained their car licence after 1 January 1997 must additionally obtain Category D or D1 by passing a medical and the Passenger Carrying Vehicle (PCV) theory and practical driving tests. This also applies to all drivers with pre-1997 licences if they intend to drive a minibus abroad.

APPENDIX 20

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| STRESS / WELLBEING |
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The school and governing body are committed to promoting high levels of health and wellbeing and recognise the importance of identifying and reducing workplace stressors through risk assessment, in line with the HSE's management standards.

For full details see School "Policy E39 – Staff Wellbeing"

The School takes a proactive approach to promote good well-being and management of stress among staff. This is inclusive of (but not limited to) some of the following examples of practice:

- Provide personal and professional development programmes that meet the specific needs of the staff and at the same time fulfil school priorities.
- Provide a range of strategies for involving staff in school decision making processes.
- Social opportunities for staff to relax and bond together, e.g. summer BBQ and Christmas party.
- Staff Masses to join together as part of a staff community in a Catholic setting.
- Celebrating staff achievements and personal milestones through the Staff Association.
- Having a clear line-management structure that encourages non-judgemental and confidential care procedures through, for instance, providing additional support, mentoring and coaching support programmes for staff.
- Constantly review the demands on teachers and support staff, e.g. the time spent on paperwork, and strive towards seeking out alternative solutions wherever possible through having open communication channels with staff.
- The provision of School Chaplaincy to provide pastoral care and support for staff as well as students.
- Prioritising of allocated staff time for spiritual reflection - briefing prayer and reflection weekly.
- Respond sensitively and flexibly to external pressures that impact on staff lives and offer support whilst at the same time ensuring the efficient running of the school.
- Staff voice through questionnaires and feedback through staff survey.
- Line Management structure always addresses departmental concerns to ensure staff wellbeing is an integral part of their management responsibility.

In the event of staff becoming unwell due to stress the following principles are applied:

- The member of staff communicates with their Line-manager to identify concerns, and work on an approach to best support the member of staff.
- If a member of staff is uncomfortable sharing with their immediate line-manager they are also able to speak to the line-manager of their immediate line-manager.
- In the event of long-term absence due to stress the school has an insurance policy in place to mitigate the financial costs of covering absence staff. This is held with the Schools Advisory Service.
- Furthermore, during a long-term absence the school can instigate a referral to Occupational Health in order to support colleagues in their return to work.

APPENDIX 21

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| LEGIONELLA |
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TRUST LEGIONELLA MANAGEMENT POLICY STATEMENT:

The Trust expects that the Governing Body and Headteacher to undertake the control measures in this appendix. The Governing Body and Headteacher must ensure that all requirements in respect of HSE Legionella Guidance are in place at the school:

<https://www.hse.gov.uk/pubns/indg458.pdf>

A water risk assessment of the school has been completed on 15/02/2020 by IWS with addendums done on 04/01/2022 for A&C Blocks. Enzo Russo, Estates Manager is responsible for ensuring that the identified operational controls are being conducted and recorded in the school's water log book.

This risk assessment will be reviewed where significant changes have occurred to the water system and/ or building footprint.

The risks from legionella are mitigated by basic operational controls and thus the following checks are undertaken and recorded.

- Where hot water is generated, a daily check is made that it is stored above 60°. Water is heated and stored to 60 deg C at calorifiers (any vessel that generates heat within a mass of stored water);
- Weekly flushing of seldom used outlets and all showers for 2 minutes (with all outlets flushed after school holiday periods); other seldom used outlets to be flushed direct to drain for a minimum of 2 minutes without producing aerosols or water spray. Regularly use outlets to minimize risk of microbial growth.
- Monthly temperature checks on Sentinel outlets (those nearest and furthest away from calorifiers: investigate temperatures below 50°; where thermostatic mixing valves (TMVs) take the temperature on the hot pipe prior to mixing at the valve supply point with a contact thermometer; cold water taps recording temperatures above 20°C after opening tap should be investigated
 - Quarterly disinfection / descaling of showers; Dismantle clean / disinfect and de scale all shower heads and hoses.
 - Quarterly checks on local point of use water heaters; Check water is stored above 60OC and maintained for one hour. For low storage volumes (under 15L) check heater operates at 50-60 deg C or has a high turnover
 - Annual checks on hot water calorifiers; a competent contactor to be appointed to visually check on internal surfaces of calorifiers for scale, (via inspection hatch or boroscope) clean by draining vessel to remove sludge and sediment. Where there is no inspection hatch purge any debris in the base of the calorifier (colour of drain water may provide an indication of internal conditions) if possible, and remove sludge and sediment.
- Stored cold water tanks are inspected for compliance and safety on an annual basis by Enzo Russo, Estates Manager & Allied Services.g. adequate cross flow, no evidence of biofilm

etc.) and remedial works are carried out (clean / disinfect) where necessary. Tank water temperature to be recorded.

- **Annual inspection checks on thermostatic mixer valves ; any strainers/filters to be cleaned, descaled and treated with disinfectant**

Inspection and monitoring (fail-safe testing) Where regular monitoring of TMV valves includes a failsafe check then that will mitigate risks.

All records relating to the management of Legionella must be kept for 5 years.

Water sampling for bacteria levels is undertaken on a 6th monthly basis with results held with Enzo Russo, Estates manager.

APPENDIX 22

SCHOOL SWIMMING

There is no Swimming Pool at St Mary's Catholic School

APPENDIX 23

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| WORK RELATED LEARNING |
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Secondary level only

Where students are involved in 'non-qualification' activities as part of their study programme e.g. work shadowing, work experience or other work related learning, enterprise activities, study visits etc. then the school retains a duty of care for all students undertaking such activities. The school's Careers Advisor (Jo Knight), and their senior line-manager (Claire McGrath) is responsible for managing and co-ordinating such activities alongside the school DSP.

Work shadowing and work experience placements should be suitable and thus proportionate checks on health and safety and suitable insurance cover will be conducted.

Work experience

- All students are briefed before taking part in work experience on supervision arrangements and health and safety responsibilities.
- The school utilise YC Hertfordshire to assess the suitability of the placement and relevant supporting documentation. No work experience placement will go ahead if deemed unsuitable. Depending on the nature of the placement and risk this may necessitate a pre-placement visit undertaken by a competent person(s)⁵
- Where work placements form part of the vocational qualification offered by a FE college then the college is responsible for ensuring equivalent placement checks are conducted.
- Every student will receive a placement job description highlighting tasks to be undertaken and any necessary health and safety information which is passed onto the parent / carer.
- Arrangements will be in place to visit/monitor students during the placement.
- Emergency contact arrangements are in place (including out of school hours provision) in order that a member of school staff can be contacted should an incident occur.

Any incidents involving students on work placement activities will be reported to the placement organiser and Trust at the earliest possible opportunity.

⁵ In order to be deemed competent an individual should hold a suitable nationally accredited/recognised qualification(s). E.g. IOSH (The Institute of Occupational Safety and Health) Managing Safely qualification. In addition to having occupational competence, knowledge and understanding in relation to sector specific placements. Particularly in high risk placements such as construction, agriculture, equestrian etc.

COVID-19 Addendum to H&S policy

The Headteacher will:

Continue to monitor guidance produced and updated by the government and make appropriate risk assessments and action plans, consulting with all staff as part of the planning and risk assessment process as required.

Ensure all documentation is regularly reviewed to meet current need and any updated guidance from the Government or Local Authority.

Continue to monitor the situation to review staff and students absences and whether we should adapt or adopt controls review the risk which may become apparent as operational activities and curriculum are delivered.

Ensure that individual risk assessments (for both staff and pupils) are conducted where required.

Ensure the school has an outbreak management plan outlining additional measures that may be required in the event of an outbreak in the school

All staff will:

Carry out all work in accordance with the policy, risk assessment and action plan, including additional tasks as part of the response to COVID-19.

Take the opportunity to contribute to the risk assessment and action planning process (if required).

Ensure any appropriate controls and procedures are brought to the attention of all staff under their control if and as required.

Be responsible for reporting any Health and Safety risks related to COVID-19 to the Headteacher.