HEALTH AND SAFETY POLICY

St Francis of Assisi
CATHOLIC ACADEMY TRUST

UPDATES

Page number	Section	Details of change
September 2026 updates highlighted in yellow		
P9	Risk Assessment	Updated ISBN and edition for Safeguards in school lab
P14	First aid	Added text in line with the Sept 25 EYFS update when EY children are eating there should always be a member of staff in the room with a valid paediatric first aid certificate
P16		Added link to BSACI allergy action plans All children at risk of anaphylaxis should have an allergy action plan completed by the child's health professional.
P22	Premises and work equipment	**PE and External play equipment** Reiterated that equipment with serious defects must not be used and to be taken out of use until repaired
P24	Asbestos –	**For VC / Community schools** Wording updated and footnote added to reflect new asbestos documentation and the requirement for annual visual inspection to be returned to asbestos team. Reiterated need to forward documentation for work on ACM to asbestos@hertfordshire.gov.uk. Asbestos authorising officer training via HCC where the employer.
P29	Minibus	Section added to include safety checks and maintenance included safety inspections where section 19 permits are in place
P30	Stress / wellbeing	Footnote updated as DfE's grant application process to train a senior mental health lead in schools has ended. senior mental health training lead guidance.
Jan 25 updates		
P3	Statement of intent	Annual H&S policy review recommended in line with DfE Governance guide
P9	Risk Assessment	Link to 2024 version of AfPE guide now available electronically.
P12	Fire evacuation	Paragraph added on PEEPs
P14	First Aid	added EYFS reference to paediatric 1st aider requirements
P17	Accident reporting	HSE link to specified reportable injuries for employees added
P20	Personal Safety /lone workig	Reiterated need to report violent incidents to the employer

P22	Premises and work equipment	Added reference to Electricity at work regs 1989 and customisable paragraph for personal items of equipment being brought into school
P21	Premises and work equipment	Header changed to PE and external play equipment
P26	COSHH	CLEAPPS doc L93 date of issue updated to Feb 2024 version
P24	Asbestos	Added 'asbestos register' (historically part of HCC's management plan) to documents that must be in place.
P27	DSE	Customisable paragraph for schools on eye tests for DSE users
P29	Minibuses	HCC minibus permit now valid for 3 years
P35	Infection Control	Paragraph on risks for new and expectant mothers added.
October 2023 updates		
P9	Risk Assessment	Updated reference to BS 4163 minor amendment in 2022
P10	Offsite Visits	Made clearer that use of Evolve is recommended for all visits, should be ensured school are clear on how its used locally.
P11	Monitoring	Cross reference to App 10 included for premises compliance issues
P14	First aid – AEDs	Minor update to reflect DfE guidance and recommendation schools register AEDs nationally
P21	Premises compliance	Minor change to wording and links to GEMS and HCC trackers updated
P23	Radioactive Sources	Updated reference to L93 to reflect Sept 2022 minor revision
P24	Asbestos	Link to incident procedure added, made clearer that an annual review of asbestos management plan required as a minimum
P30	Stress	Minor change to risk assessment wording
P31	Legionella	Minor change to risk assessment wording, assessments to be reviewed on a regular cycle and specifically where whenever there is reason to suspect it is no longer valid.
P32	Swimming	Hyperlink to Swim England training updated
August 2022 update		
P 95	Responsibilities	Outline of considerations if there are 3rd party providers on site, ensure H&S responsibilities are clear
P9	Risk assessment	Added retention of risk assessments for minimum of 5 years, any relevant risk assessments linked to pupil incidents to be retained for a minimum of 3 years after their 18th birthday
P12	Fire	Added that Fire risk assessments are to be undertaken by a competent person
P14	First aid	Footnote updated to reflect DfE defibrillator scheme
P17	Accidents	Schools should aim to report pupil / non-employee RIDDOR reportable incidents to the HSE within 10 days of the incident occurring.
P23	COSHH	Added that Records of exposure to hazardous substances in the workplace should be kept for up to 40 years
P26	Work at height	Updated link to LA455 Safe Use of Ladders and Stepladders – new guidance jointly produced by the Ladder Association and the Health and Safety Executive (HSE).
P28	Lettings	Hyperlink updated removed reference to COVID-19 supplementary conditions of hire
P30	Stress / wellbeing	Updated text and reference to DfE wellbeing Charter

P35	Infection Control	New section added, DfE H&S responsibilities and duties for schools suggests inclusion of 'proportionate control measures for health infections' within policy

HEALTH AND SAFETY POLICY

St Francis of Assisi
CATHOLIC ACADEMY TRUST

PART 1. STATEMENT OF INTENT

The Directors of St Francis of Assis 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 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 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 a Minibus
- Lone Working Policy Health and Safety Policy and Procedures Oct 23 (Issue 13)
- Minibus Policy
- Protocol for Dealing with Injuries on the Sports Field
- Snow Procedures
- Scheme for control of Legionella by frequency

Mary James **Chair of St Francis of Assisi Catholic Academy Trust**	Andrew Celano, **CEO**
October 2026	**October 2026**

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.

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Responsibilities of Directors

The Director responsible for ensuring Health and Safety in the Trust (Fr Peter Harris) will work with the CEO, DCEO and ESIL (Executive School Improvement Lead) and Lead Governors from each School Governing Body on Health and Safety matters. Trust full roles and responsibilities are listed within the Trust website within the Roles and Responsibilities document, contained here.

The monitoring of the Trust will be via predominately a Dashboard-style approach to reviewing the risk areas in each school. Statlog is used to monitor compliance in all Trust schools and sporadic Health and Safety reviews.

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. This includes tracking significant actions from inspections / audit and premises compliance to completion.
- **Act**-undertake a formal review of health and safety performance.

A Health & Safety Governor David O'Learyhas 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 H&S 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 and Regulation 7 of the Management of Health and Safety at Work Regulations 1999.]

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 rest with the Headteacher.

The Headteacher has responsibility for:

- Co-operating with the LA 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, audits and risk assessments and implementing required actions.
- Reporting to the 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 LA Governing Body and Trust 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

- 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 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 to use (i.e. have received appropriate information, instruction and training).
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons.

Volunteers are expected to follow the same health and safety arrangements as employees and will be provided with appropriate information, instruction and supervision relevant to their activities.

PART 3. LOCAL ARRANGEMENTS

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

Appendix 1	-	Risk Assessments
Appendix 2	-	Offsite visits
Appendix 3	-	Health and Safety Monitoring and Inspections
Appendix 4	-	Fire Evacuation and other Emergency Arrangements
Appendix 5	-	Fire Prevention, Testing of Equipment
Appendix 6	-	First Aid and Medication
Appendix 7	-	Accident Reporting Procedures
Appendix 8	-	Health and Safety Information and Training
Appendix 9	-	Personal safety / lone Working
Appendix 10	-	Premises Work Equipment
Appendix 11	-	Flammable and Hazardous Substances (COSHH)
Appendix 12	-	Asbestos
Appendix 13	-	Contractors
Appendix 14	-	Work at Height
Appendix 15	-	Moving and Handling
Appendix 16	-	Display Screen Equipment
Appendix 17	-	Vehicles
Appendix 18	-	Lettings
Appendix 19	-	Minibuses
Appendix 20	-	Stress
Appendix 21	-	Legionella
Appendix 22	-	School Swimming and pools – *Not applicable to St Mary's setting*
Appendix 23	-	Work Experience
Appendix 24	-	Infectious diseases

RISK ASSESSMENTS

APPENDIX 1

General Risk Assessments

The school conducts and documents risk assessments for all activities presenting a significant risk. These are co-ordinated by the Estates Manager following guidance contained on the H&S pages of the Hertfordshire Grid and are approved by the Headteacher/ Estates Manager.

Risk assessments are available for all staff to view and are held centrally in the T Drive in Premises folder /H&S/Risk assessments, these assessments will be reviewed on an annual basis/sooner in the event of any significant changes to the activity or an accident/incident occurs. Staff will be made aware of any changes to risk assessments relating to their work.

As part of the review process previous versions of risk assessments are clearly dated and securely kept. Risk assessment records will be kept for a minimum of 5 years (any relevant risk assessments linked to pupil incidents and subsequent investigations will be retained for a minimum of 3 years after their 18th Birthday).

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 relevant line manager.

Such risk assessments will be reviewed on a regular basis and whenever there is a significant change in the individual's circumstances or needs.

It is the responsibility of all staff to inform their line manager of any medical conditions (including pregnancy) or any other circumstances which may impact upon their health and safety at work.

Curriculum Activities

Risk assessments for curriculum activities will be carried out by Heads of Department/Subject Leaders 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.

The school subscribes to CLEAPSS and their publications are used 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:

- [BS 4163:2021+A1:2002 Health and Safety for Design and Technology in Schools and Similar Establishments-Code of Practice]
- [ASE, Safeguards in the school laboratory,2006 (12th Edition), http://www.ase.org.uk/] ISBN 978-0-86357-464-1]
- [Safe Practice in Physical Education, School Sport and Physical Activity 2024' Association of PE 'AfPE' http://www.afpe.org.uk/]

OFFSITE VISITS

HCC 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.

Responsibilities of key roles are outlined by the OEAP here:
Visit leader
EVC
Headteacher

See HCC's policy for the management of Learning outside the classroom and offsite visits

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.

The use of Evolve is recommended for all visits, all visits will follow the school policies and the guidebook which outlines the step-by-step process for a successful trip: T:\Staff Resources\Planning a trip (updated)

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) who will check the documentation and planning of the trip and if acceptable refer the visit for approval to the Senior Leadership Team

HCC 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 Headteacher/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 Headteacher/Estates Manager. Responsibility for following up items detailed in the safety inspection report will rest with Headteacher/Estates Manager.

A named governor Magda Brewin 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.

See Appendix 10 for details of monitoring premises compliance issues.

FIRESAFETY, SECURITY AND OTHER EMERGENCY ARRANGEMENTS

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 Estates Managers office and electronically in the fire folder and will be reviewed on an annual basis.

Emergency Procedures
Fire and emergency evacuation procedures are detailed in the staff handbook and in the schools emergency response plan 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 Headteacher Deirdre McHugh and updated to the LA via Solero.

The school has arrangements in place for the evacuation of people with specific needs and where required Headteacher and SENCO are responsible for completing Personal Emergency Evacuation Plans (PEEPs) which are reviewed annually / sooner in the event of any significant changes.

Emergency Planning, Lockdown and Invacuation
The school maintains emergency arrangements for a range of foreseeable incidents which may affect the safety and welfare of pupils, staff and visitors. These are detailed in T Drive/Staff Handbook/F7 Critical Incident Policy

These arrangements include procedures for evacuation, lockdown and invacuation.

Emergency response procedures are reviewed periodically and communicated to all relevant staff. Where appropriate, drills and exercises will be undertaken to test the effectiveness of these arrangements and identify any improvements required.

The Headteacher /Estates Manager is responsible for ensuring emergency arrangements remain suitable and that staff receive appropriate information, instruction and training.

Security Arrangements
Visitors and contractors are required to comply with the school's access control and visitor management arrangements.

The Estates Manager is responsible for the day-to-day security of the premises, including securing buildings, managing access arrangements and undertaking routine checks of buildings and boundaries, reporting any security defects or concerns to the Headteacher.

All staff are responsible for following visitor and access control procedures, reporting security concerns and contributing to a safe and secure school environment.
Security incidents, breaches or concerns must be reported immediately to the Headteacher [insert name/role] and investigated as appropriate.

Security arrangements, including procedures for lockdown and invacuation, will be reviewed periodically and following any significant security incident, major change to the premises or relevant national guidance.

Fire Drills

- Fire drills will be undertaken termly, and results recorded electronically in the fire electronic folder.

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 fire fighting equipment and receive basic instruction in its correct use at induction.

Details of service isolation points (i.e. gas, water, electricity) are held in each school Estates Managers office Fire log book.

Details of chemicals and flammable substances on site.

An inventory of these will be kept by is held by each department where substances are held, with a copy in the Estates Managers office COSHH folder as appropriate, for consultation. (See COSHH Appendix 11)

APPENDIX 5

INSPECTION /MAINTENANCE OF EMERGENCY EQUIPMENT

The Headteacher 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 logbook located in the Estates Managers Office.

FIRE ALARM SYSTEM

Fire alarm call points will be tested weekly in rotation. This test will occur on a Tuesday at 10.45hrs.
Any defects on the system will be reported immediately to the alarm contractor / electrical engineer for details contact the Estates Manager or Site team.
A fire alarm maintenance contract is in place with ANR Electrical and the system tested 6 monthly 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 Estates Manager or Site team.

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 ANR Electrical.

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.

FIRE DOORS

Fire doors are subject to periodic inspection to ensure they close effectively, are free from damage, and that features such as intumescent strips, seals and self-closing devices remain effective.

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):

STAFF NAME	LOCATION	EXPIRY DATE	LEVEL	EXT
Emma Gunn	A Block	10/03/2029	FAW	233
Natasha Hayden	A Block	08/11/2026	FAW	287
Nicola Conquest	PE / A Block	06/07/2028	PE	210
Steve Eddleston	PE	06/07/2028	PE	215
William Lawn	PE	20/05/2029	EFAW/ Outdoor	216
Harry Packer	PE	06/03/2027	FA for teachers	277
Leanne Massey	PE	06/07/2028	PE	
Jo Knight	F Block	06/07/2028	PE	258
Ann Newman	G Block	21/09/2026	EFAW	294
Gemma Wilkinson	C/D/H Block	06/07/2028	FAW	
Nicola Goudie	N Block	06/07/2028	PE	259
Tamzin Catmur	T Block	06/07/2028	FAW	280
Charlie Cage	School Wide	06/07/2028	Level 2	Radio
Sharon Fung	DT Technician	28/11/2028	FAW	
David O'Leary	D Block	06/07/2028	FAW	268
Cheryl Nutley	LSA	06/07/2028	FAW	

First aid qualifications remain valid for 3 years. Heads 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
- PE Office
- Science Prep Room – Upstairs
- Science Prep Room Downstairs
- Store Room off H6
- 6th Form
- C3

- E3 – Resources Area
- A2 – Workshop Sink Area
- Main Staff Room
- Library

Student Welfare Officer & Lead First Aider 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 POINTS[1]:**

First Aid Room, PE Office, Main Reception, Main Staff Room.

Student Welfare Officer & Lead First Aider checks the AED on a weekly basis (modern AEDs self-test and will indicate a problem via a warning light / audible alarm).
Defibrillators are registered on The Circuit to ensure they are visible to local ambulance services.
AED pads and batteries will be replaced in accordance with manufacturer recommendations.

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 Alexandra Hospital
Hamstel Road
Harlow
Essex
CM20 1QX Tel: 01279 444455

Nearest Minor Injuries
Herts and Essex Community Hospital
Haymeads Lane
Bishop's Stortford
CM23 5JH Tel: 01279 655191

Administration and storage 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 where immediate action is needed to safeguard the child's health. E.g. the use of a spare adrenaline device in an emergency. .

Student Welfare Officer & Lead First Aider is responsible for accepting medication and checking all relevant information has been provided by parents / carers prior to administering.

[1] See DfE guidance on AEDs defibrillator provided to all schools without one by end of 22/23 academic year.

The school will maintain records of medication held on site, including expiry dates to ensure they remain in date, are ensure these are stored correctly and are available for use when required.
Parents/carers will be notified when replacement medication or devices are needed.

Records of administration will be kept by Student Welfare Officer & Lead First Aider.

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

Controlled medication under the Misuse of Drugs Act 1971 will be stored in a secure location with access limited to named staff.

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.

The school have chosen to hold an emergency salbutamol inhaler for use by pupils who have been prescribed an inhaler and for whom parental consent for its use has been obtained. This emergency inhaler would be used if the prescribed inhaler is unavailable, damaged or not working.

The school have chosen to hold an emergency Adrenaline auto injector (AAI) e.g., EpiPen for emergency use on pupils who have been prescribed one and for whom parental consent for its use has been obtained. This emergency AAI would be used where their own device is unavailable or not working.

In the event of a possible severe allergic reaction in a pupil without a prescribed device / parental consent, emergency services (999) would be contacted, and advice sought as to whether administration of the emergency AAI is appropriate.

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 enrols / on diagnosis being communicated to the school and will be reviewed annually (sooner in the event of a significant change) by Student Welfare Officer & Lead First Aider.

All staff are made aware of any relevant health care needs and copies of health care plans are available in the Student Hub and on SIMS.

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

Allergen Management
The school recognises the risks presented by food and other allergens and has arrangements in place to identify, assess and manage risks arising from allergens and anaphylaxis.

Detailed arrangements for allergen management are set out in the school's Allergy Safety Policy

All staff will receive appropriate information, instruction and annual training in allergy awareness, recognising anaphylaxis and responding to allergy related emergencies.

Individual healthcare plans, allergy action plans* and risk assessments will be developed where required, reviewed annually (sooner in the event of a significant change or incident / near miss) and communicated to all relevant staff.
*All children at risk of anaphylaxis should have an allergy action plan E.g. Paediatric Allergy Action Plans - BSACI completed by the child's health professional. These support the care plan / risk assessment process and staff training by summarising emergency procedures.

The school holds [insert details of number / location(s)] emergency Adrenaline Auto Injectors (AAIs) for use in an emergency.

These are considered "spare" devices and not a replacement for a pupil's own prescribed devices. Pupils at risk of anaphylaxis should have their own prescribed AAIs available at school for use in an emergency.

The Human Medicines (Amendment) Regulations 2017 permit "spare" adrenaline devices to be used for the purpose of saving a life and do not require consent for use in an emergency, for example, a child presenting for the first time with anaphylaxis due to an unrecognised allergy.

ACCIDENT REPORTING PROCEDURES

Accidents to employees
Employees must report all accidents, violent incidents and near misses.
The school has an accident book held by Student hub which has to be filled in to report any incidents or near misses.

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 Student Hub is used to record all minor incidents to non-employees, more significant incidents as detailed below must also reported to HCC using the online accident reporting system hosted on Solero

- Specified (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 Headteacher and the Governing Body. 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.

Incidents involving a fatality or specified injury (to employees, see specified reportable injuries from HSE) will be reported immediately to the Health and Safety Executive (HSE) on 0345 300 9923 and the Education Health and Safety team on 01992 556478.

Incidents resulting in the following outcomes must be reported to the HSE via their online reporting system http://www.hse.gov.uk/riddor/

- 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. within 10 days of the incident occurring.

- 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), within 15 days of the incident occurring.

See the HSE information sheet 'Incident reporting in schools' EDIS1 REV 3

For VC and Community schools any incident notified to the HSE must also be reported to the LA's Health and Safety Team.

HEALTH AND SAFETY INFORMATION & TRAINING

Consultation

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

The 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.

Staff meetings are held half termly and Health and Safety is a standing agenda item.

Communication of Information

Information and guidance on how to comply with the LA's health and safety policy is given via the Health and safety - Hertfordshire Grid for Learning

The Health and Safety Law poster is displayed in Main Reception, Staff Room, Student Hub & Estaes Managers Office.

The Education Health and Safety Team, Tel: 01992 556478 provide competent health and safety advice for Community, Community Special and VC schools. In Academy, Foundation and Voluntary Aided Schools, then the Governing body/Trust as the employer provides access to competent H&S advice as required by the Health and Safety at Work etc. Act 1974 and Regulation 7 of the Management of Health and Safety at Work Regulations 1999.]

Health and Safety Training

All employees will be provided with:

- a copy of, and induction training in, the requirements of this policy.
- updated 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.) matched to their work and responsibilities
- refresher training where required.

Any new instructions or restrictions will be communicated to all staff via the weekly bulletin and highlighted as part of the standard cycle of policy review.

Training records will be kept by Heads EA. The Heads EA 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.

Temporary, agency and supply staff will receive appropriate health and safety information and instruction relevant to their duties before commencing work.

Volunteers will receive appropriate health and safety information, instruction and supervision relevant to the activities they undertake.

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 their line manager / Headteacher. Such incidents will be recorded, investigated where appropriate, and monitored to identify trends and any additional control measures required.

These incidents will also be reported to:

The Local Governing Board and Trust.

The school reserves the right to take appropriate action, including restricting access to the site, where the behaviour of a parent, carer or visitor presents a risk to the health, safety or wellbeing of staff, pupils or others.

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. The Site team / Estates Manager will also need to be informed.

Where lone working cannot be avoided staff should ensure they have means to summon help in an emergency e.g., access to a telephone or mobile phone etc.

Responding to intruder alarms call outs

Arena Security are our nominated key holder when attending empty premises where there has been an alarm activation. 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.

The Estates Manager 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 equipment register.

Planned maintenance / inspection
Regular inspection and testing of school plant and equipment is conducted to legislative requirements by competent contractors. Oversight of premises compliance issues is the responsibility of Estates Manager this is achieved by the use of a school-based compliance tracker and Statlog.

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

Electrical Safety
The Electricity at Work Regulations 1989 require electrical equipment in the workplace to be maintained, regardless of ownership (e.g. employee-owned, leased or hired).
All staff will conduct a basic visual inspection of plugs, cables and electrical equipment prior to use. Damaged /defective equipment must not be used and 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.

Estates Manager is responsible for keeping an up-to-date inventory of all relevant electrical appliances and for ensuring that all equipment is available for testing. Personal items of equipment should not be brought into school without prior agreement.

An electrical installation condition report (fixed wire test) will be conducted by ANR Electrical or a competent electrical contractor on a maximum of a 5-year cycle.
Records of these inspections and certification will be maintained and remedial works arising will be prioritised and completed within appropriate timescales.

PE and External play equipment
External play equipment will only be used when appropriately supervised.
This equipment will be checked by the PE department daily or before use for any apparent defects, and will conduct and record a formal termly inspection of the equipment.

PE and Play equipment are also subject to an annual inspection by a competent person, Universal Services.

Any equipment with serious defects must not be used and is to be taken out of use / made inaccessible until removed or repaired.

COSHH (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) Heads of Department 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 the Estates Manager, Site Team, Cleaning & Catering contractors.

They shall ensure:

- an inventory of all hazardous substances used on site is compiled and regularly reviewed.
- safety data sheets are obtained from the relevant supplier and are readily accessible to staff
- 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.
- Flammable substances will be kept to the minimum quantities necessary, stored in suitable containers and locations away from ignition sources.
- 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.

Records of exposure to hazardous substances in the workplace should be kept for a minimum period of 40 years.

Where contractors bring hazardous substances onto site, relevant COSHH information and assessments will be obtained and reviewed prior to work commencing where their activities may affect staff, pupils or visitors.

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, Estates Manager is 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*).

RADIOACTIVE SOURCES

The school follows CLEAPSS guidance L93 in 'Managing Ionising radiations and Radioactive substances in schools and colleges' Feb 2024 minor revisions Oct 24

- HCC's Radiation Protection Officer is the 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 Jo Ryan; they are 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.

ASBESTOS

APPENDIX 12

An asbestos survey, register and management plan[2] is in place for the school in accordance with HCC's asbestos policy. The school's most recent asbestos management survey was conducted on 11/08/2025.
The school's asbestos log (including school plans, asbestos survey data and a site-specific register and management plan) is held by the 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. (The school has an incident procedure as part of the asbestos management plan for dealing with an unplanned disturbance of asbestos-containing materials see also https://thegrid.org.uk/Restricted-assets/asbestos-incident-management-july-2023.pdf)
Professional advice will be sought and details of the incident reported to HCC's asbestos team asbestos@hertfordshire.gov.uk.

The school's asbestos authorising officers are the Estates Manager & the Site Team and refresher training is required 3 yearly. HCC asbestos training undertaken where the employer via HFL Education Hub Shop.

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) as part of the school's asbestos management plan.
- 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 at least 40 years).
- The school's asbestos management plan is kept up to date, reviewed at least annually and that any asbestos works (removal, new project specific surveys etc.) are held in the Estates Managers office.
- 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.
- Following ANY asbestos related activity, documentation for the works must be retained locally in the asbestos log and in the case of VC and Community schools copies sent to asbestos@hertfordshire.gov.uk. (Examples of documents to be held include: surveys, risk assessments and method statements for work on

[2]Where HCC is the duty holder (VC and Community schools) schools were sent updated asbestos management documents in 2025/6 (An asbestos management plan including the asbestos register, site floor plan and an asbestos re-inspection sheet) via e-mail to the Head Teacher and School admin e-mail addresses.
Please ensure you have engaged with these documents and undertaken the immediate steps detailed in the email

asbestos, air monitoring reports, bulk samples, certificate of reoccupation, statement of cleanliness, waste consignment notes etc.).

APPENDIX 13

CONTRACTORS

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

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

No intrusive work may be undertaken until asbestos procedures, including permission to work have been followed and authorisation given by a designated Asbestos Authorising Officer. (See Appendix 12)

The Estates Manager and 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.

Contractors failing to meet required standards may be instructed to stop work immediately and may be removed from site.

School managed projects

The Construction (Design and Management) Regulations 2015[3] 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 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)**

When considering the appointment of contractors outside of Hertfordshire frameworks the 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.

APPENDIX 14

[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 school's behalf.

WORK AT HEIGHT

Working at height ca[illegible]ded 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.

Staff using steps, stepladders and ladders will receive appropriate information, instruction and, where necessary training in their safe use.
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.

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, ICT technician etc. See also LA455 - The Ladder Association

Work at height presenting a significant risk must not be undertaken whilst working alone.

The establishments nominated person(s) responsible for work at height is (are) the Site Team & IT technician.

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, bulky or awkward items and equipment unless they have received training and/or equipment is available 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 the 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. These are regularly reviewed and communicated to relevant staff.
Equipment for moving and handling people (hoists, slings etc.) is subject to inspection on a 6 monthly basis by a competent contractor.

DISPLAY SCREEN EQUIPMENT (DSE)

All staff who use display screen equipment (laptops/computers etc.) 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 will complete a DSE assessment.

Assessments will be reviewed periodically and where there is a significant change to the workstation, work activity or individual circumstances.

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). The school will normally fund eyesight tests for DSE users every two years, unless recommended more frequently by the optometrist.

Advice on the use of DSE is available via the Grid

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.

All drivers on site are expected to comply with site speed limits, traffic management arrangements and instructions issued by school staff.

There is a clear separation of pedestrians and vehicles access at the school entrance. There are separate pedestrian gates adjacent to both 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 several '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.

Any deliveries during the day report to Main Reception, at which point where the best play to off load is determined depending on quantity, weight and where the best entrance for the delivery is to be made.

LETTINGS / SHARED USE OF PREMISES

Lettings are managed by the Estates manager.
They will ensure a signed letting agreement is completed specifying the school's terms and conditions for hire. (See *Hiring agreements and third party access - Hertfordshire Grid for Learning (thegrid.org.uk))*
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 fire and emergency procedures, first aid arrangments 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.

Hirers are responsible for completing suitable and sufficient risk assessments for their activities and providing these to the school on request.

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

MINIBUSES

The 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 licence via the DVLA. [4]

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

Drivers must immediately notify the school of any motoring convictions, endorsements, medical conditions or licence restrictions that may affect their entitlement or suitability to drive a school vehicle.

All drivers must undergo an assessment with an HCC assessor every three years to gain a permit to drive HCC vehicles.
Driver Training and Assessment | Hertfordshire County Council

The Minibus driver is responsible for undertaking a safety check of the vehicle before use.

The Estates Manager & Site Team are responsible for the school's operation of minibuses, that vehicles are properly maintained and records of annual MOT (where applicable), regular servicing and safety inspections are in place. Where operated under a Section 19 Permit, vehicles will be maintained and inspected in accordance with DVSA guidance on maintaining roadworthiness [5]

[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.
[5] Where section 19 permits are in place safety inspections are to be carried out every 6-13 weeks see the DVSA Guide to Maintaining Roadworthiness for more information.

STRESS / WELLBEING

The school and governing body are committed to promoting high levels of health and well-being and recognise the importance of identifying and reducing workplace stressors in line with the HSE management standards

The school will

- demonstrate good practice through a step-by-step risk assessment approach, ensuring the systems in place to support school staff are reflected in a risk assessment.
- allow assessment of the current situation using pre-existing data, staff surveys etc.
- promote active discussion with staff and their trade union representatives, to help decide on practical improvements that can be made

The school's wellbeing / mental health lead[6] are Leanne Massey and Gemma Wilkinson.

Where concerns regarding work-related stress or wellbeing are identified, the school will work with the individual to identify appropriate support and reasonable adjustments where appropriate.

The school has signed up to the DfE's voluntary education staff wellbeing charter, Education staff wellbeing charter - GOV.UK which sets out commitments to the wellbeing and mental health of everyone working in education . There are clear and thorough systems in place within the school for supporting staff wellbeing, responding to individual concerns and monitoring staff workloads e.g. Performance Management, mentoring, personal development plans, membership of an Employee Assistance Programme, access / referral to Occupational Health etc. to support staff wellbeing. 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.
- 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.

[6]**consider suitable training for this role such as mental health first aid training or senior mental health training** This is a whole school approach with one of the learning outcomes being on staff development / supporting staff with their own mental wellbeing and the importance of staff looking after their own mental health. DfE do not quality assure or fund mental health lead training courses at present, however the DFE have produced a list of senior mental health lead course believed to be available as at March 2025: DfE assured senior mental health lead training courses see Promoting and supporting mental health and wellbeing in schools and colleges - GOV.UK

- 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.

LEGIONELLA

A legionella risk assessment of the school has been completed on 03/04/2024 by Water Monitoring Ltd
The Estates Manager is responsible for ensuring that the identified operational controls are being conducted and recorded in the school's water logbook.

This risk assessment will be reviewed on a regular cycle and specifically whenever there is reason to suspect it is no longer valid, e.g., 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.

- 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 (with all outlets flushed after school holiday periods).
- Monthly temperature checks on sentinel outlets (those nearest and furthest away from calorifiers.
- Quarterly disinfection / descaling of showers.
- Stored cold water tanks are inspected for compliance and safety on an annual basis by the Estates Manager & Water Monitoring Ltd and tank water temperature recorded.

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

Water sampling is carried out on a 6th monthly basis by Water Monitoring Ltd.

SCHOOL SWIMMING

NOT REQUIRED as St Mary's does not have a swimming pool facility.

WORK RELATED LEARNING

Where students participate 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.
Mrs J Knight is responsible for managing and co-ordinating such activities.

Work shadowing and work experience placements should be suitable and thus proportionate checks on health and safety arrangements 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 UniFrog platform 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)[7]
- 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 monitor student welfare and progress 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 / school employer at the earliest possible opportunity.

[7] In order to be deemed competent an individual should have appropriate training, experience and knowledge of health and safety management (for example hold a suitable nationally accredited/recognised qualification. E.g., IOSH (The Institute of Occupational Safety and Health) Managing Safely qualification). In addition to having occupational competence, knowledge and understanding of specific risks associated with the placement, particularly in higher-risk placements such as construction, agriculture, engineering, equestrian activities or work with hazardous machinery / substances etc.

INFECTION CONTROL

The school follows UKHSA guidance **'**Health protection in education and childcare settings' and the recommendedChildren and young people settings: tools and resources - GOV.UK for specific infectious diseases detailed in this guidance.

Risks for new and expectant mothers will be assessed and reviewed frequently, they will be notified of any known cases of infectious diseases that they may have been in contact with and that can affect pregnancy e.g., chickenpox, measles, rubella, slapped cheek etc. in order they can seek medical advice.

In the event of an outbreak the school will review and reinforce existing baseline infection prevention and control measures.

This will include:

- encouraging all staff and students who are unwell not to attend the setting.
- ensuring all eligible groups are enabled and supported to take up the offer of national immunisation programmes including coronavirus (COVID-19) and flu
- ensuring occupied spaces are well ventilated and let fresh air in
- reinforcing good hygiene practices such as frequent cleaning, respiratory hygiene ('catch it, bin it, kill it'), and cleaning arrangements.
- considering communications to raise awareness among parents and carers of the outbreak or incident and to reinforce key messages, including the use of clear hand and respiratory hygiene measures within the setting such as E-Bug

Specialist advice from UKHSA East of England Health Protection Team will be sought in the event of any outbreak or serious or unusual illness as listed in Chapter 4 of 'Health protection in education and childcare settings' for example

- a higher than previously experienced and/or rapidly increasing number of staff or student absences due to acute respiratory infection or diarrhoea and vomiting.
- evidence of severe disease due to an infection, for example if a pupil, student, child, or staff member is admitted to hospital.
- more than one infection circulating in the same group of students and staff for example chicken pox and scarlet fever.