

# Health & Safety Policy

**This policy is reviewed every two years by the Bradgate Education Partnership Board, and was last reviewed in February 2019.**

**Signed Chair of Trust Board:**

.....

**Date:** .....

**This Policy was adopted by the Local Governing Board of Wreake Valley Academy on: 1st April 2019**

**Signature ..... (Chair of Local Governors)**

**Print Name .....**

# **Wreake Valley Academy Health & Safety Policy Statement**

As a responsible employer the Bradgate Education Partnership working in partnership with the Governing Board of Wreake Valley Academy will honour their legal obligations, in particular the requirements of the Health and Safety at Work etc. Act 1974 and associated regulations and codes of practice.

The Bradgate Education Partnership and the Governing Board of Wreake Valley Academy recognises and accepts its responsibilities and duties to conduct its operations in a manner which protects the health, safety and wellbeing of employees, pupils and visitors so far as is reasonably practicable.

In compliance with the Management of Health and Safety at Work Regulations, risk assessments will be undertaken and arrangements will be made, where significant risks are identified, for any necessary preventative and protective measures to be put into place as far as is reasonably practicable using a sensible risk management approach.

To achieve these objectives the Bradgate Education Partnership and the Governing Board of Wreake Valley Academy will:

- Conduct all activities safely and in compliance with legislation and where possible, best practice.
- Provide safe working conditions and safe equipment.
- Ensure a systematic approach to the identification of risks and the allocation of resources to control them.
- Provide suitable information, instruction, training and supervision.
- Promote a positive health and safety culture that is demonstrated by open communication and a shared commitment to the importance of health, safety and wellbeing.
- Promote the principles of sensible risk management.
- Monitor, review and modify this policy and any arrangements as required.

All of Wreake Valley Academy staff members have a duty to take reasonable care of themselves and others and to co-operate to ensure statutory duties and obligations are fulfilled.

## **Organisation – Roles and Responsibilities**

### **Bradgate Education Partnership /Wreake Valley Academy Governing Board**

The Bradgate Education Partnership Trust Board has overall responsibility as the employer to ensure compliance with health and safety legislation for schools which are part of the multi academy trust. To enable the Bradgate Education Partnership to meet this requirement the Governing Board at Wreake Valley Academy will manage day to day health and safety issues and ensure the health, safety and wellbeing of staff, pupils, visitors and contractors within school. To ensure a positive approach is taken to health and safety the Bradgate Education Partnership and Governing Board at Wreake Valley Academy will:

- determine the school's health and safety policy and its implementation
- allocate sufficient funds for health and safety
- establish clear lines of accountability for health and safety
- periodically assess the effectiveness of the policy and ensure that any necessary changes are made
- identify and evaluate risks relating to possible accidents and incidents connected with Wreake Valley Academy
- provide access to competent health and safety advice (provider YMD Boon Ltd Health & Safety Service)

### **The Principal**

Without limiting the responsibility of the Bradgate Education Partnership and Governors, the Head teacher will generally oversee the day-to-day management of safety and implementation of this policy within Wreake Valley Academy.

The Principal will comply with Wreake Valley Academy health and safety policy and in particular will:

- make themselves familiar with any documentation and/or instruction referring to the health and safety arrangements for staff, building maintenance or operation of Wreake Valley Academy and maintain an up to date file of policies and procedures
- work with trade unions and employee health and safety representatives and ensure that all employees are aware of and accountable for their specific health and safety responsibilities and duties
- in the event of any hazard or risk to health and safety of any persons under their control, take appropriate action to remove the hazard
- ensure health and safety policies, procedures, action plan and risk management programme is implemented as an integral part of business, operational planning and service delivery
- liaise with the Bradgate Education Partnership and the School Governing Board
- undertake monitoring and ensure the provision of adequate resources to achieve compliance

- ensure that local procedures for the selection and monitoring of contractors are in place
- take appropriate action under the Disciplinary Procedures against anyone under their control found not complying with health and safety policies and/or procedures
- ensure the academy has access to competent health and safety advice

**In addition to their statutory duties, the Principal and teachers have a common law duty of care for pupils which stems from their position in law “in loco parentis”.**

### **Senior Leadership Team**

The leadership team at Wreake Valley Academy will undertake general responsibility to ensure that all necessary health and safety activities, requirements and standards are undertaken and met within their respective areas of control.

This will be done under the direction of the Principal. Any member of staff with supervisory responsibilities will:-

- make themselves familiar with and conform to this policy, including any instructions and requirements for safe methods of work
- identify hazards, initiate risk assessments, record the significant findings and implement any necessary control measures
- check and document that the working environment is safe; equipment, products and materials are used safely; that health and safety procedures are effective and complied with and that any necessary remedial action is taken
- inform, instruct, train, supervise and communicate with staff and provide them with equipment, materials and clothing as is necessary to enable them to work safely; to complete the health and safety induction checklist for all new employees at the commencement of their employment
- report all accidents, incidents and near miss events, undertake an investigation into the cause and take appropriate remedial action to prevent recurrence
- be responsible for aspects of health and safety included in their job description
- organise risk assessments where significant risks are identified and ensure, as far as is reasonably practicable, full implementation of any control measures
- ensure that all statutory registers and records are adequately kept
- ensure the reporting and investigation of all accidents, ensure all persons under their control are aware of the reporting procedure

### **School Business Manager**

The School Business Manager will assist the Principal and Bradgate Education Partnership /School Governing Board to fulfil its responsibilities by overseeing day to

day Health and Safety issues are adhered to.

This will include:-

- ensuring the day to day operational requirements of the health and safety policy are implemented
- maintaining an up to date copy of the health and safety policy together with all associated documentation relevant to Wreake Valley Academy
- notifying the Principal of any health and safety concerns and any financial implications identified by the Risk Assessment process
- being the focal point for reference on health safety and wellbeing matters and to give advice or indicate source of advice
- point of liaison with and report directly to the Governors on all matters of Health and Safety
- ensuring the day to day implementation of this policy including the maintenance of appropriate Risk Assessments for School and off-site activities and seeking the approval of the Governors for meeting the financial implications of identified control measures
- ensuring that all certification and statutory inspections are kept up to date
- to ensure accidents, dangerous occurrences and near misses are investigated, complete and send RIDDOR notifications (F2508) to the enforcing authority

### **Premises Officer**

The Premises Officer will ensure that regular proactive Health and Safety inspection/checks are undertaken to ensure the safety of staff, pupils and visitors.

This will include:-

- General responsibility for the application of the school's health and safety policy to their own area of work, and are directly responsible to the Principal.
- To establish and maintain safe working procedures including (referring to relevant documents) arrangements for ensuring so far as is reasonably practicable, the absence of risks to health and safety in connection with the use, handling, storage and transport of articles and substances (e.g. chemicals, boiling water and sharp instruments).
- To carry out regular health and safety assessments of the activities for which they are responsible, and report to the Principal/Business Manager any defects, which need attention.
- To ensure, as far as is reasonably practicable, the provision of sufficient information, instruction, training, supervision, to enable other employees and pupils to avoid hazards and contribute positively to their own health and safety, as part of the schools health and safety training requirements.
- To ensure where appropriate, relevant advice and guidance on health and safety matters is sought.

- To advise the Principal/Business Manager on requirements for health and safety equipment and on additions or necessary improvement to plant, tools, equipment or machinery.

### **Classroom Teachers**

The health and safety of pupils in classrooms is the responsibility of class teachers.

Class teachers are expected to:-

- check classroom area is safe
- check equipment used is safe before use
- ensure safe procedures are followed
- give clear instruction and warnings to pupils, as often as necessary
- report defects to the Principal
- avoid introducing personal items of equipment (electrical, mechanical) into school without authorisation from the Principal
- follow safe working procedures/risk assessments

### **All Staff**

All staff, agency and peripatetic workers and contractors must comply with the school's health and safety policy and associated arrangements and, in addition to any specific responsibilities which may be delegated to them, in particular are required to:-

- take reasonable care for their own health and safety at work and of those who may be affected by their actions or by their omissions
- cooperate with their line manager and senior management to work safely,
- comply with health and safety instructions and information and undertake appropriate health and safety training as required
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and wellbeing
- report to their manager any health and safety concerns, hazardous condition or defect in the health and safety arrangements
- support Wreake Valley Academy in embedding a positive safety culture that extends to pupils and any visitors to the site

### **Pupils**

All pupils are expected to behave in a manner that reflects Wreake Valley Academy standards of behaviour in particular are expected to:-

- take reasonable care for their own health and safety and of their peers, teachers, support staff and any other person that may be at the school

- cooperate with teaching and support staff and follow all health and safety instructions given
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and wellbeing
- report to a teacher or other member of school any health and safety concerns that they may have

### **School Health and Safety Representatives**

The Governing Board and Principal recognise the role of Health and Safety representatives appointed by a recognised Trade Union. If there are no union appointed safety representatives the chair of the Health & Safety Committee will act as the 'champion' for Health and Safety at Wreake Valley Academy.

Union appointed Health and Safety representatives will be allowed:-

- to investigate accidents and potential hazards
- to investigate complaints by constituents about matters relating to health, safety and wellbeing
- to make representation to the employer about such matters arising from such complaint and such investigation and on general issues affecting health, safety and wellbeing in the workplace
- to carry out school inspection within directed time, but wherever practicable outside teaching time
- to represent constituents in consultation with enforcement agencies
- to receive information that inspectors are required to provide

### **Shared site users**

Where two or more employers share a workplace, each employer shall co-operate with the other employers concerned to enable them to comply with their duties under health and safety legislation. Wreake Valley Academy as the primary site user will have the lead responsibility.

All shared users of the site must agree to:

- co-operate and co-ordinate with Wreake Valley Academy on health and safety matters
- provide information relating to any additional risks or procedures which will be new or unusual to those of Wreake Valley Academy that may arise from their activities
- maintain a standard of health and safety which is reasonably practicable and at least equivalent to the standard maintained by Wreake Valley Academy so as to ensure the health, safety and wellbeing of all school staff and users

- meet the insurance requirements of Wreake Valley Academy and the schools insurance provider
- familiarise themselves with and communicate to their employees/users Wreake Valley Academy health and safety arrangements

Wreake Valley Academy will ensure that:

- the premises are in a safe condition for the purpose of use
- adequate arrangements for emergency evacuation are in place and communicated
- users are consulted with on health and safety matters
- Wreake Valley Academy health and safety arrangements are made available to shared users

### **Lettings**

Wreake Valley Academy has a lettings procedure. The procedure covers arrangements for fire evacuation and security and the requirements relating to accident, assault and near miss reporting requirements and the provision of first aid.

Persons/organisations letting the site must agree to:

- co-operate and co-ordinate with Wreake Valley Academy on health and safety matters
- agree to the terms of the lettings policy in relation to health and safety arrangements
- provide information relating to any additional risks or procedures which will be new or unusual to those of Wreake Valley Academy that may arise from their activities

Wreake Valley Academy will ensure that:

- the premises are in a safe condition for the purpose of use
- health and safety arrangements are detailed in the lettings procedure and that these are fully explained and communicated
- adequate arrangements for emergency evacuation are in place and communicated

### **Academy Security**

Wreake Valley Academy has actively considered the security of the site and premises and has in place robust arrangements to safeguard both employees and pupils whilst on the site. All visitors on to site are required to sign in at reception and required to wear a visitor's badge.

## **Organisation - Arrangements**

The following arrangements will be adopted to ensure that the Bradgate Education Partnership /Governing Board and the Principal fulfil their responsibilities and provide the foundation for securing the health and safety of employees, and all users of the site.

### **Setting health and safety objectives**

The Bradgate Education Partnership /Governing Board and the Principal will specifically review progress of health and safety objectives at the termly meeting of the Governing Board. Where necessary health and safety improvements will be identified and included within the Wreake Valley Academy Health and Safety management action plan.

### **Provision of effective health and safety training**

Bradgate Education Partnership/Governing Board and the Principal will consider health and safety training on an annual basis in line with Wreake Valley Academy appraisal system for school staff.

### **Provision of an effective joint consultative process**

Wreake Valley Academy Resources Committee will meet at least once per term. The committee will ensure that Health and Safety concerns are considered and addressed within a clear action plan, with identified responsibilities and target dates. The committee membership will include Principal, Business Manager, Premises Officer at least one Governor and a staff representative.

### **Establishing adequate health and safety communication channels**

Communication channels will be established for the exchange of health and safety knowledge and information. Where necessary, these communications will be recorded and include:

- senior leadership team meetings and staff meetings
- academy Health & Safety Committee
- provision of information relating to safe systems of work and risk assessments
- training provided
- communications with relevant specialist advisors and bodies

Where health and safety issues cannot be resolved at local level, they will be escalated through the management structure as appropriate.

### **Financial resources**

Bradgate Education Partnership /Governing Board along with the Principal will review the Wreake Valley Academy budget to determine, in the light of past performance, if adequate resources are being deployed to ensure adequate health and safety management and control.

### **Specialist advice/support**

Wreake Valley Academy will ensure that it has access to competent technical advice on health and safety matters to assist in meeting the Bradgate Education Partnership

/Governing Board objectives; this will be achieved by accessing the services of a competent Health and Safety Advisor through YMD Boon Ltd, Health and Safety Service, York House, Fernie Road, Market Harborough, Leicestershire

### **Organisation - Other arrangements**

The Bradgate Education Partnership has developed Health and Safety Standards that all academies within the Partnership work to.

### **Accident and assaults**

All accidents, assaults and near miss incidents will be reported on the BEP incident form, employee accident book or first aid book for minor pupil incidents within 24 hours of occurrence; RIDDOR reportable incidents, as per the HSE's Information Sheet EDIS1 (rev3), will be reported to the HSE within the required timescale. (Refer to BEP incident reporting flowchart)

All incidents will be investigated in an attempt identify the root cause: relevant local policies, procedures and risk assessments will be reviewed and revised as required. All premises related issues will be addressed in a timely manner. Any relevant learning from investigations will be communicated to relevant staff, pupils etc.

Accident, assaults and near miss incidents will be monitored at least termly as part of the Health & Safety Committee; identification of significant trends or major incidents will be reviewed by the senior leadership team as required with information communicated to the governing Board.

Pupil forms/records are retained for 24 years, employee forms for six years and forms relating to work related ill health for 6 years or longer (40 years where there has been potential exposure to radiation or asbestos; further guidance is obtained from YMD Boon Ltd Health and Safety Service).

### **Audit**

Wreake Valley Academy health and safety management will be audited by YMD Boon Ltd Health and Safety Service at no more than three yearly interval. Wreake Valley Academy reviews this process as a positive assessment of health and safety management system and takes appropriate action to continually improve health and safety across the school.

### **Contractor management**

Wreake Valley Academy will ensure that the highest levels of safety is achieved by all contractors on site Wreake Valley Academy will ensure through, its agent, YMD Boon Ltd that:

- competent contractors are used
- clear specifications of works are drawn up by a competent person

- pre start meetings take place to discuss how works will be managed, responsibilities, codes of conduct and to assess new hazards that may be introduced to the site
- key contacts are identified
- regular update meetings take place throughout any works/projects
- works are visually monitored and any concerns immediately reported
- works are signed off and any associated certification and documentation is obtained
- all staff pupils and other users of site remain in a safe environment for the duration of the works.

### **Control of hazardous substances**

Wreake Valley Academy will ensure it complies with the HSE's approved code of practice '*Control of substances hazardous to health*' (L5) relating to the management and control of hazardous substances on site.

Wreake Valley Academy will ensure:

- an inventory of all hazardous substances on site is kept and updated regularly
- wherever possible non-hazardous substances are used and if this is not possible the least harmful substance is used
- a COSHH risk assessment will be completed for all hazardous substances used and shared with relevant staff
- wherever possible exposure to hazardous substances is prevented, where exposure cannot be prevented, a risk assessment will be carried out and controls measures implemented
- where identified as part of the risk assessment, appropriate PPE will be provided to staff
- any need for exposure monitoring or health surveillance will be carried out
- sufficient information, instruction and training is given to staff to ensure full understanding of the hazards to health posed by substances in the workplace, and the importance of control measures provided
- training records are maintained for those who receive training
- information will also be given to others who may be affected, such as contractors, temporary staff and visitors
- only substances purchased through the schools procurement systems can be used on site
- substances are stored correctly and those that are no longer used disposed of properly
- COSHH risk assessments are monitored regularly and reviewed annually

### **Dealing with health and safety emergencies - procedures and contacts**

As per legal requirements all dangerous occurrences and near miss incidents that are RIDDOR reportable incidents, will be reported to the HSE within the required timescale.

All incidents will be investigated in an attempt identify the root cause: relevant local policies, procedures and risk assessments will be reviewed and revised as required. All premises related issues will be addressed in a timely manner. Any relevant learning from investigations will be communicated to relevant staff, pupils etc.

In the event of a Bomb threat Wreake Valley Academy will undertake an emergency evacuation of the school. The fire alarm will not be sounded in these circumstances, but the Principal will coordinate a fluid escape of all persons from the school with the assistance of staff. Any suspicious objects will be reported to the Principal but under no circumstances will they be touched or moved. When the school is evacuated the Police will be contacted immediately.

### **Health & Safety and Maintenance Reporting**

Wreake Valley Academy has a defect reporting procedure whereby any damage or defect to the premises or equipment and furnishings is reported to the Head Teacher/Business Manager. Defective equipment is isolated and labelled as defective to prevent use until replaced or repaired. Where premises defects are identified a dynamic assessment is carried out to decide whether an area should be isolated or cordoned off whilst awaiting repair.

### **Display screen equipment (DSE)**

Wreake Valley Academy acknowledges that staff that 'habitually' use DSE should have suitable equipment for which to undertake the tasks that they are required to carry out, knows how to safely use the equipment and have a DSE assessment which is reviewed at suitable intervals.

Wreake Valley Academy will ensure that:

- all static workstations used by staff meet the minimum standards required
- equipment is maintained in good working condition
- staff are aware of best practice in using DSE and issued with relevant information
- staff whose roles require significant use of DSE are prioritised for individual assessment
- assessments are reviewed at least bi-annually, earlier if there are significant changes to equipment/layout individual health
- a trained DSE assessor is available

### **Driving**

All staff that drive their own cars for work purposes must have a full UK driving licence, business insurance and maintain their vehicle in a road worthy condition. Annual licence and insurance checks are undertaken and documented.

Where staff are required to drive a mini bus as part of their duties a Wreake Valley Academy will ensure they hold the correct classification on their driving license, meet specific driving criteria, and will be provided with formal driver training.

## **Electrical systems and equipment**

Wreake Valley Academy maintains and services electrical systems and equipment in line with statutory guidance and best practice. Electrical systems (hard wiring) is periodically inspected every 5 years by a competent contractor and records maintained; any remedial works recommended are acted upon in a timely manner.

Portable electric appliances have a portable appliance test (PAT) carried out, in line with HSE guidance '*Maintaining portable electrical equipment in offices and other low environments*' (INDG236), by a competent contractor with records maintained.

Staff are instructed to undertake a visual inspection of equipment prior to use and not to use any equipment that appears damaged or defective. Wreake Valley Academy defect reporting procedure is followed as required.

## **Fire safety**

Wreake Valley Academy is committed to providing a safe environment for both staff and pupils. And manages the risk of fire by ensuring:

- a comprehensive fire risk assessment is in place, reviewed annually and any actions/improvements identified are progressed given consideration to risk and cost
- a detailed fire and emergency plan has been developed that clearly details actions to be taken when a fire is identified or suspected, individual responsibilities and arrangements for safe evacuation
- statutory inspections are carried out on all fire related systems and equipment either by competent contractors or in house by trained staff
- all staff receive fire awareness training that is regularly updated and fire marshals receive role specific instruction
- a fire drill is undertaken at least termly to practice evacuation arrangements and ensure working as expected.

## **First-aid**

Adequate first aid arrangements are assessed and maintained at the school and for all activities that the school leads and will ensure that:

- the number of first aiders meets recommendations and adequate cover is available to cover for annual leave and unexpected absences
- all first aiders hold a valid certificate of competence, Wreake Valley Academy maintains a register of all qualified staff and will arrange re-training as necessary
- first aid notices are clearly displayed around the school
- sufficient numbers of suitably stocked first aid boxes are available and checked regularly to ensure they are adequately stocked
- a suitable area is available for provision of first aid
- staff are regularly informed of first aid arrangements within school, through induction, teacher training days and the staff handbook which is issued annually

- where first aid has been administered this is recorded in the first aid treatment book
- correct reporting procedures are followed

### **Administration medication**

Wreake Valley Academy will ensure that it complies with the Department for Education Supporting Pupils at School with Medical Conditions September 2014. An academy medication policy and management procedure is in place which details all the local arrangements.

- Wreake Valley Academy will only administer medication where consent has been given and for longer term medication as detailed in an individual health care plan as completed by parent/guardian and/or medical practitioner.
- All staff who undertake assistance with the administration of medication do so on a voluntary basis. Where training is required to administer medication training will be provided for staff.
- All medication must be clearly labelled with pupil details and, where necessary, kept in secure safe place.
- All medication administered to pupils will be fully recorded using the Department for Education Supporting Pupils with Medical Conditions templates.

### **Management of asbestos**

Wreake Valley Academy will ensure that it complies with the HSE's approved code of practice L143 Managing and working with asbestos Control of Asbestos Regulations 2012. Approved Code of Practice and guidance. Wreake Valley Academy is committed to preventing exposure to asbestos fibres to all persons that enter onto its premises. Wreake Valley Academy has a whole site asbestos management survey from which a Local Asbestos Management Plan (LAMP) has been developed.

An annual visual inspection of all identified asbestos containing materials (ACMs) that are not encapsulated or in restricted access areas are undertaken and documented. Any concern relating to known or suspected ACMs are addressed as per the procedures detailed in the Wreake Valley Academy LAMP. Where necessary more frequent checks of ACMs are undertaken.

Prior to any works that will or has the potential to alter the fabric of the building; a refurbishment and demolition survey will be procured in order to undertake a comprehensive assessment of the materials being disturbed prior to any works commencing.

### **Moving and handling**

Wreake Valley Academy will ensure that it complies with the HSE's approved code of practice *'Manual handling. Manual Handling Operations Regulations 1992 (as amended). Guidance on Regulations (L23).*

Within Wreake Valley Academy there are a variety of moving and handling tasks that may be necessary; this could range from moving files to assisting an individual with

mobility issues. Wreake Valley Academy manages the risk associated with moving and handling tasks by ensuring that:

- moving and handling is avoided whenever possible
- if it cannot be avoided, moving and handling is properly planned, has a relevant risk assessment, is carried out by competent staff and carried out in a manner which is, so far as is reasonably practicable, safe
- those undertaking specific moving and handling tasks have received appropriate training and training records are maintained
- any equipment provided to assist with moving and handling tasks is maintained and serviced in accordance with statutory requirements
- any defective equipment is taken out of use until repaired or is replaced
- an individual risk assessment will be completed for all new or expectant mothers and staff with identified medical conditions that may be affected by undertaking moving and handling tasks, these may result in some moving and handling task being restricted
- any accidents resulting from manual handling operations will be investigated to identify root causes and implement additional controls as required

## **Glazing**

Wreake Valley Academy will ensure that it complies with the Workplace (Health, Safety and Wellbeing) Regulations 1992 in existing buildings and Document N of the Building Regulations 2000 (as amended) which covers new buildings. All glazing at Wreake Valley Academy will meet the regulations and conform to EN12600. We will manage the risks associated with glazing safety by ensuring that:-

- having in place an up to date glazing audit conducted by a competent person
- having a glazing safety risk assessment
- any glazing conforms to the relevant standards and risk codes

## **Outdoor Play Equipment**

Wreake Valley Academy will ensure all outdoor play equipment will conform to BS EN 1176 and BS EN 1177 and manage the risk associated with the play equipment by ensuring that:-

- Pre-use checks on outdoor play equipment will be undertaken by a staff before equipment is used by pupils.
- A weekly visual check of equipment is undertaken and recorded.
- An annual inspection/maintenance of the play equipment will be undertaken by RPII Inspector.
- An up to date risk assessment will be kept to ensure the equipment and pupil activities are appropriately supervised and remain safe.

## **Occupational health services and work-related stress**

Wreake Valley Academy acknowledges that there are many factors both work related and personal that may contribute to staff ill health including stress and will follow the

principles of the HSE guidance *'Managing the causes of work-related stress'* (HSG 218). The following arrangements are in place to locally manage staff health issues:

- employees are advised that it is their responsibility to inform their line manager, the Principal or another member of the senior leadership team of any ill health issues
- an appropriate senior member of staff will meet and discuss the ill health issues with the employee and consider what actions could be taken to support the staff member and where appropriate assist in reducing stress levels. An individual risk assessment will be undertaken taking in account the HSE Management standards. This assessment will then be reviewed with the member of staff to monitor progress
- the member of staff will be offered a referral to an occupational health professional for advice and support, e.g. counselling, etc.
- the member of staff will be advised that support can also be provided through their trade union
- a series of regular review meetings will be scheduled to monitor ill health and stress levels where they have been identified
- if it is identified that there is a high occurrence of staff ill health or stress within the school, the Principal will actively seek support to undertake a holistic assessment to identify what the possible root cause may be and implement a plan to improve the situation

### **Off-site visits including school-led adventure activities**

Wreake Valley Academy adopts the National Guidance of The Outdoor Education Advisers' Panel for the Management of Off-site visits and Learning Outside the Classroom (LOtC) activities. Refer to the specific Educational Visits Policy for details of local arrangements.

### **Risk assessment**

Risk assessments are undertaken for tasks/activities where significant hazards have been identified or where there is a foreseeable risk of injury/ill health. Wreake Valley Academy risk assessment process follows the HSE Controlling Risk in the Workplace INDG163 (Rev 4) published 08/14.

Within Wreake Valley Academy various members of staff are tasked with the development of risk assessments based on their knowledge, experience and competence. Staff that undertake risk assessments on behalf of the school will be trained in hazard/risk reduction techniques to ensure they fully understand the risk assessment process. Relevant staff are involved in the development of risk assessments prior to consultation with all staff to which they are relevant prior to sign off. Risk assessments are accessible to staff at all times via the risk assessment folder, located in the school office.

## **Statutory inspections**

Wreake Valley Academy ensures that statutory inspections are undertaken at required intervals for all plant and equipment required. A table detailing required inspections, date of last inspection, date of next inspection and who is undertaking the inspection has been developed and this is monitored at the Head Teacher/Business Manager to ensure on this is on target.

## **Preventing workplace harassment and violence**

Wreake Valley Academy is committed to providing a safe and secure working and educational environment for staff, pupils and any other persons on its site. Where applicable, in addition to the control measures identified in an individual pupil's physical intervention plan or and lone working risk assessment, the following procedures are in place:

Staff are advised to:

- Avoid confrontation if possible
- Withdraw from situation
- Arrange seating so that a clear escape route from the room to a place of safety is available. Sit near the door, or use a room with two doors
- Follow measures/ procedures identified in violence and assaults risk assessment
- Contact emergency services, as appropriate.
- Inform the Principal or a member of the senior management team if confrontation has taken place

Wreake Valley Academy will:

- ensure the Principal or member of the senior management team to attend site on being informed of an incident, if considered necessary
- have in place procedures for the reporting of incidents
- offer counselling/ support through Occupational Health
- debrief individuals following any incident
- provision of training on how to manage conflict and aggression as required
- review specific risk assessment following any incident

## **Water hygiene management**

Wreake Valley Academy will ensure it complies with the HSE approved code of practice '*Legionnaires' disease - The control of legionella bacteria in water systems*' (L8) and manages the risks within the academy by:

- Commissioning a biannual Legionella risk assessment and ensure actions identified are acted upon.
- Commissioning employ a competent external contractor to undertake water sampling and routine cleaning and disinfection of water systems

- Ensuring the Premises Officer is suitably trained/competent to undertake monitoring/testing activities required by the Legionella risk assessment
- Ensuring regular flushing of outlets is completed by the Caretaker
- Ensuring the Premises Officer undertakes monthly monitoring of water systems including temperature readings

## **Working at height**

Wreake Valley Academy will follow the principles of the HSE guidance '*The Work at Height Regulations 2005 (as amended) A brief guide' (INDG40)*. Wreake Valley Academy may use a variety of access equipment for working at height tasks, ranging from kick stools for short low risk access such as the putting up of a poster, step ladders and ladders for short duration works. We will ensure that:

- work at height is avoided whenever possible
- if it cannot be avoided, work at height is properly planned, has a relevant risk assessment, is carried out by competent staff and carried out in a manner which is, so far as is reasonably practicable, safe
- those undertaking work at height have received appropriate training and training records are maintained
- all access equipment (ladders & step ladders) is identified and inspected annually
- any equipment provided to assist with working at height tasks is maintained and serviced in accordance with statutory requirements
- any defective equipment is taken out of use until repaired or is replaced
- an individual risk assessment will be completed for all new or expectant mothers and staff with identified medical conditions that may be affected by undertaking working at height tasks, these may result in some working at height tasks being restricted
- any accidents resulting from working at height will be investigated to identify root causes and implement additional controls as required

## **Workplace inspections**

Wreake Valley Academy recognises the importance of undertaking regular formal workplace inspections to ensure that the premises remain a safe working and educational environment for staff and pupils. A formal workplace inspection is undertaken at least annually with findings documented; any remedial actions are allocated. The annual inspection findings are reviewed with actions monitored at the Health & Safety Committee. It is recognised that annual inspections alone will not keep a premises safe and there is an expectation that staff will report any defects/damage to premises and equipment as per the Wreake Valley Academy defect reporting procedure.

## **Monitoring and review**

This Health and Safety Policy together with the associated procedures and health and safety audits, accident statistics will be reviewed by the Health & Health & Safety Committee on a regular basis. A full policy review is undertaken at periods not

exceeding 3 years or as required prior.

In order to substantiate that health and safety standards are actually being achieved, Wreake Valley Academy will measure performance against pre-determined plans and objectives. Any areas where the standards are not being met will require remedial action.

Wreake Valley Academy will use different types of systems to measure health and safety performance:

### **Active monitoring systems**

- spot checks and termly site inspections will be undertaken
- documents relating to the promotion of the health and safety culture will be regularly examined and reviewed
- appropriate statutory inspections on premises, plant and equipment will be undertaken
- where necessary, health surveillance and environmental monitoring systems will be implemented to check the effectiveness of health control methods and to detect early signs of harm to health

### **Reactive monitoring systems**

- identifying where health and safety standards are not being met, by monitoring for failures in the systems - such as accidents, cases of ill health (work-related sickness), damage to property, etc

### **Reporting and response systems**

- ensuring that monitoring information is received, having regard to situations which create an immediate risk to health or safety, as well as longer-term trends and ensuring remedial action is taken
- Health & Health & Safety Committee, Governing Board and Senior Leadership team will all receive and consider reports on health and safety performance.

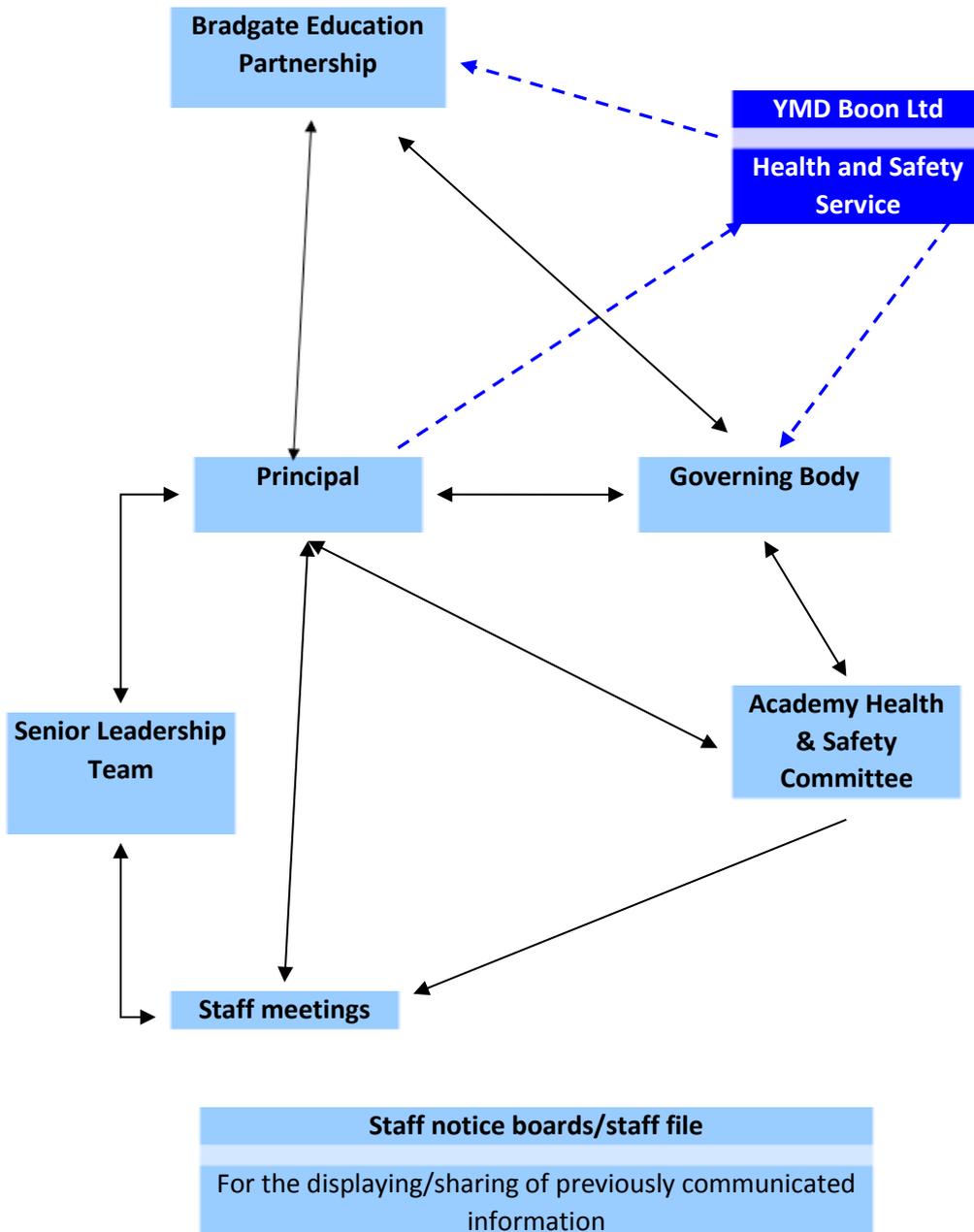
### **Investigation systems**

- prioritising investigation of incidents which indicate the greatest risk and the identification of both the immediate and the underlying causes of events
- analysing data to identify common features or trends and initiate improvements
- where cases of occupational ill-health are to be investigated
- where complaints relating to occupational health and safety are to be recorded and investigated
- where accidents/incidents and assaults with the potential to cause injury, ill-health or loss are to be reported, recorded and appropriately investigated

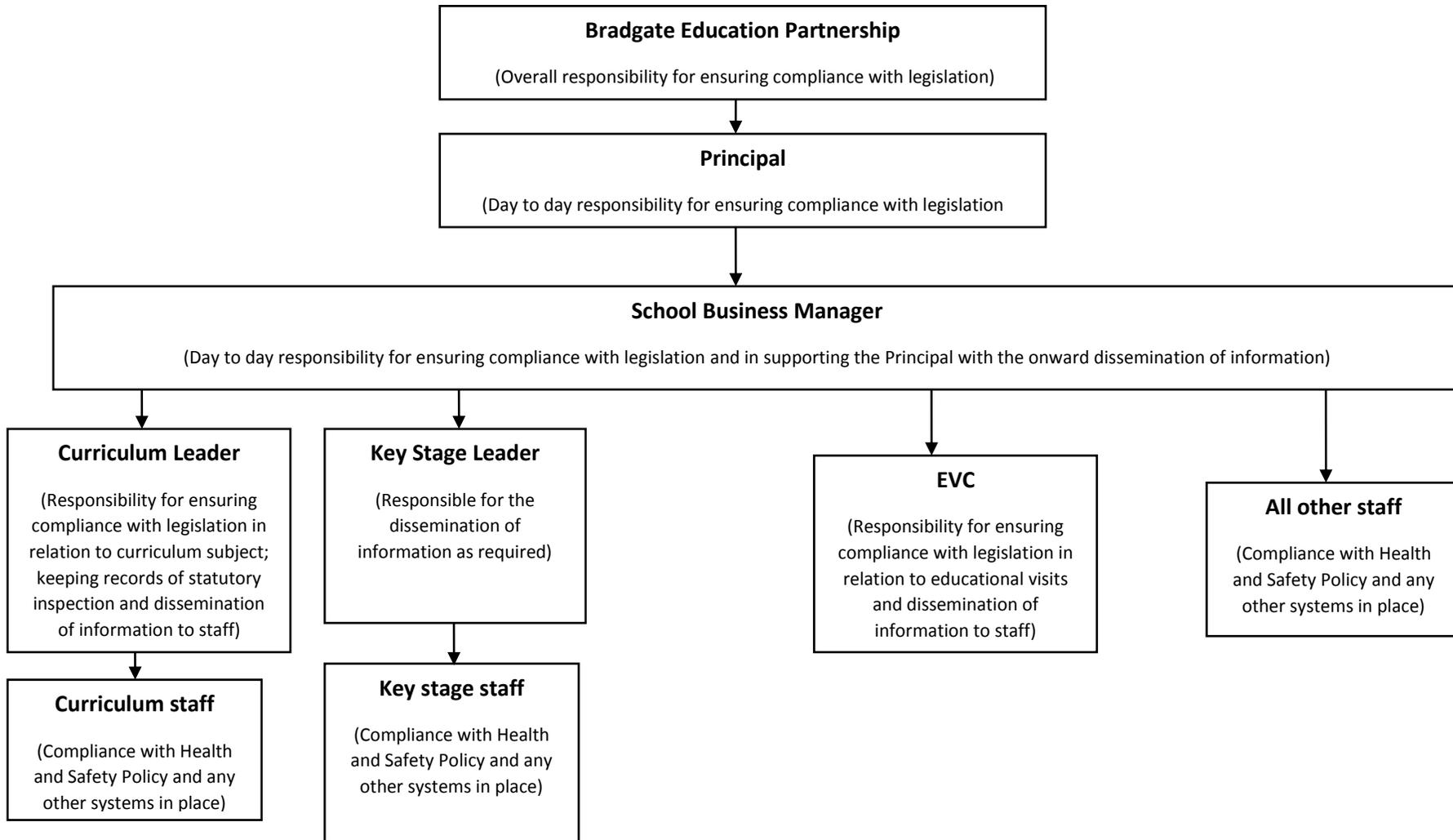
### Third Party Monitoring/ Inspection

Wreake Valley Academy will be subject to third party inspection and monitoring, as part of Ofsted requirements, HSE inspection regime, Fire Service Inspection regime etc. Actions arising from third party audit/inspection will be incorporated within the school/academy action plan with appropriate target dates for completion.

### Wreake Valley Academy Health & Safety arrangements



# Teaching Staff



# Support Staff

