

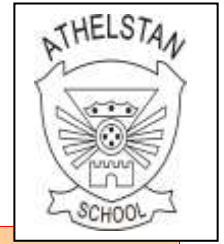


North

Yorkshire County Council

Health and Safety at Work etc Act 1974

THIS IS THE HEALTH AND SAFETY STATEMENT OF



Athelstan Community Primary School

Our statement of intent is:

- Implement the requirements of NYCC's Health and Safety Policy;
- to make adequate arrangements for the health, safety and welfare of staff and pupils;
- to provide adequate control of health and safety risks arising from our work activities;
- to consult with our employees on matters affecting their health and safety;
- co-operate with the LEA in matters related to health and safety;
- to provide and maintain safe plant and equipment;
- to ensure safe handling and use of substances;
- to provide information, instruction, and supervision for employees;
- to ensure all employees are competent to do their tasks, and to give them adequate training;
- to prevent accidents and cases of work-related ill health;
- to maintain safe and healthy working conditions; and
- to review and revise this policy as necessary at regular intervals.

Signed: K O 'Donnell

Head teacher

Signed: H T Spence

Chair of Health & Safety and Buildings Committee

Date: 12th November 2015

Review date: November 2016

HEALTH AND SAFETY POLICY

RESPONSIBILITIES

Overall responsibility for health and safety within the school is that of:

NOTE

**Headteacher :Miss K O'Donnell
Chair of Governors: Mr A Parmenter
Chair of Health & Safety and Buildings Committee
Mr H Spence**

Insert the name of the Headteacher and the Chair of Governors, (or the Governor with responsibility for health and safety).

Day to day responsibility for ensuring this policy is put into practice is delegated to:

**Head teacher : Miss K O'Donnell
H&S Coordinator Mrs S Thompson (SBM)**

If the Headteacher is not always there, or does not have time to manage on a day-to-day basis, you can delegate this role to someone else, e.g. Deputy Headteacher, Head of Year, Premises Officer etc. Ensure that the person with overall responsibility is kept informed of health and safety matters – it will still be their overall responsibility

To ensure health and safety standards are maintained/improved, the following people have responsibility in the following areas:

Name: Mrs A Macdonald

Responsibility : Kitchen staff, kitchen area and kitchen equipment supported by NYCC County Caterers

Name : NYCC Cleaning services and cleaning and caretaking staff

Responsibility :Cleaning staff and cleaning equipment supported by NYCC Cleaning services

Delegate functions to people within your organisation either by specific areas within the workplace or by topic. Include their specific responsibilities in their job descriptions (if they have one).

Ensure that they are competent to undertake their health and safety responsibilities and have adequate resources to enable them to do their job properly.

It is important that responsibilities are clearly set out – this will make sure that if there are any health and safety concerns they can be reported to the right person, so they can be dealt with.

You may wish to insert a diagram or chart showing your management structure/arrangements.

Specific responsibilities for Head teachers/ Managers/ Heads of Department and staff can be found in the NYCC Corporate Health and Safety Policy which can be found on the school website and is issued to all staff as part of the induction process.

All employees have to:

- **co-operate with supervisors and managers on health and safety matters;**
- **not interfere with anything provided to safeguard their health and safety;**
- **take reasonable care of their own health and safety and of others; and**
- **report all health and safety concerns to an appropriate person (as detailed in this policy statement).**

Employees have legal responsibilities to take care of the health and safety of themselves and others, and to co-operate with management to help comply with the law.

Equally, if employees have any concerns over health and safety issues, they should be clear about whom they should tell, so that concerns can be addressed.

ARRANGEMENTS

HEALTH AND SAFETY RISKS ARISING FROM OUR WORK ACTIVITIES

Risk assessments will be undertaken by:

All staff as applicable

NOTE

You must assess risks to the health and safety of anyone who may be affected by your work activities, so that you can weigh up whether you have done enough or need to do more to comply with the law.

The findings of the risk assessments will be reported to:

**Mrs S Thompson :SBM
Miss K O'Donnell :Head teacher**

You will find some examples of key areas that you should consider, at the end of this guidance.

You will need to involve a number of different people including your safety representatives and employees, to do the risk assessments.

Action required to remove/control risks will be approved by:

**Miss K O'Donnell: Head teacher
Mrs S Thompson :SBM**

You will need to record the significant findings of your risk assessments in a separate document. Your policy statement only records your arrangements for ensuring the assessments are done, and are kept up to date.

The person responsible for ensuring the action required is implemented is

**Miss K O'Donnell: Head teacher
Mrs S Thompson :SBM**

Once you have done your risk assessments, you must take the necessary action to remove or reduce the risk as far as is reasonably practicable.

You can find more guidance in HSE's free leaflets for example:

- Five steps to risk assessment INDG163 (rev1) 1998
- A guide to risk assessment requirements: Common provisions in health and safety law INDG218 1996

Checks that the implemented actions have removed/reduced the risks will be carried out by:

**Miss K O'Donnell: Head teacher
Mrs S Thompson :SBM**

HSE Books Tel: 01787 881165.

www.hsebooks.co.uk

Assessments will be reviewed:

In the event of an accident, annually or when the work activity changes, whichever is soonest.

www.hse.gov.uk

Your **HandS Safety Risk Adviser** will provide help and guidance on risk assessment.

ARRANGEMENTS

CONSULTATION WITH EMPLOYEES

Employee Representative(s) are:

NOTE

You must consult your employees.

Individual staff members

If you recognise a trade union and that trade union has appointed a safety representative, you must consult them on matters affecting the employees they represent.

If you do not have trade unions, you must consult employees, either directly or through an elected representative.

You may to use your works committee or another meeting as a forum for consultation.

If you have a health and safety committee, you could list what it does, who is on it and how often it meets

Consultation with employees is provided by:

Weekly staff meetings

Staff briefing and noticeboard

Training Days

Governors H&S and Buildings Committee

Meet 3 times a year (see H&S Committee terms of reference)

Mr H Spence, Mr P Spink, Mrs S Thompson (Associate member)

ARRANGEMENTS

SAFE PLANT AND EQUIPMENT

Identifying equipment/plant, which will need maintenance is the responsibility of:

Head teacher: Miss K O'Donnell
SBM: Mrs S Thompson
Building Cleaning Services
NYCC County Caterers

NOTE

You will need to ensure that all plant and equipment (e.g. ladders, electrical equipment, machinery guarding) that requires maintenance (e.g. checks, servicing, thorough examinations) is identified and that the maintenance is done.

Ensuring effective maintenance procedures are drawn up is the responsibility of:

Head teacher: Miss K O'Donnell
SBM: Mrs S Thompson
Building Cleaning Services
NYCC County Caterers

It may be worthwhile using a logbook to record the maintenance checks.

The person responsible for ensuring that all identified maintenance is implemented is:

Head teacher: Miss K O'Donnell
SBM: Mrs S Thompson
Building Cleaning Services
NYCC County Caterers

You can find more guidance in HSE's publication:

- Buying new machinery INDG271 1998

Problems with plant/equipment should be reported to:

Head teacher: Miss K O'Donnell
SBM: Mrs S Thompson
Building Cleaning Services
NYCC County Caterers

Checking plant and equipment health and safety standards before purchase is the responsibility of:

Head teacher: Miss K O'Donnell
SBM: Mrs S Thompson
Building Cleaning Services
NYCC County Caterers

ARRANGEMENTS

SAFE HANDLING AND USE OF SUBSTANCES

Identifying substances which need a COSHH assessment is the responsibility of:

**Head teacher: Miss K O'Donnell
SBM: Mrs S Thompson
Building Cleaning Services
NYCC County Caterers
Ground Contractors**

The person(s) responsible for undertaking COSHH assessments is/are:

**Head teacher: Miss K O'Donnell
SBM: Mrs S Thompson
Building Cleaning Services
NYCC County Caterers
Ground Contractors**

Ensuring that all actions identified in the assessments are implemented is the responsibility of:

**Head teacher: Miss K O'Donnell
SBM: Mrs S Thompson
Building Cleaning Services
NYCC County Caterers**

The person responsible for ensuring that relevant employees are informed about COSHH assessments is:

**Head teacher: Miss K O'Donnell
SBM: Mrs S Thompson
Building Cleaning Services
NYCC County Caterers
Grounds Contractors**

Checking that substances can be used safely before they are purchased is the responsibility of:

**Head teacher: Miss K O'Donnell
SBM: Mrs S Thompson
Building Cleaning Services
NYCC County Caterers
Grounds Contractors**

Assessments will be reviewed:

In the event of an accident, annually or when the work activity changes, whichever is soonest.

NOTE

You must assess the risks from all substances hazardous to health. These are known as Control of Substances Hazardous to Health (COSHH) assessments.

You should do assessments on all substances you use (e.g. adhesives, paints, cleaning agents, solvents) and substances generated from work activities (e.g. dust, fume, vapour)

Your assessment should identify any health risks. If there is a risk, you should take steps to remove or control the risk.

ARRANGEMENTS

INFORMATION, INSTRUCTION AND SUPERVISION

The Health and Safety Law poster is displayed:

In the Staffroom

NOTE

The Health and Safety Information for Employees Regulations 1989 require employers to display a poster (or to provide leaflets) telling employees what they need to know about health and safety.

Health and safety advice is available from your HandS Safety Risk Adviser:

Mrs Janet Morris

You are required to have access to competent advice, either in house or, if not available, external.

Supervision of young workers and trainees will be arranged/undertaken/monitored by:

**Head teacher : Miss K O'Donnell
SBM : Mrs S Thompson**

If you have young workers and/or take on trainees or students on work experience, you will need to ensure that they are properly instructed and supervised.

You must also do specific risk assessments for young people – you need to take account of their inexperience, lack of awareness of risks and immaturity.

Ensuring that our employees working at locations under the control of other employers, are given relevant health and safety information is the responsibility of:

**Head teacher : Miss K O'Donnell
SBM : Mrs S Thompson**

If your employees go to work for another employer on your behalf e.g. on secondment you will need to check that they are given relevant health and safety information for that location by that employer/company.

ARRANGEMENTS

COMPETENCY FOR TASKS AND TRAINING

Induction training will be provided for all employees by:

**Head teacher : Miss K O'Donnell
SBM : Mrs S Thompson**

NOTE

All employees must be given health and safety induction training when they start work. This can be combined with other useful information (e.g. pay, leave and hours of work). It needs to cover basic health and safety such as first aid and fire safety.

Job specific training will be provided by:

**Head teacher : Miss K O'Donnell
SBM : Mrs S Thompson
NYCC Cleaning Services
NYCC County Caterers
Hands Service**

Employees will need job-specific training, which includes the health and safety aspects of the job.

You also have to provide health and safety training for people when risks change, or periodically, e.g. if skills do not get used regularly.

Specific jobs requiring special training are:

Some jobs will require additional special training (e.g. manual handling, driving etc.)

Asbestos/Legionella training

You may wish to refer to your school development plan. It is important to keep records of training (even training you have provided in-house) to show that employees have received training.

**First Aid training
Specific medical conditions training to administer medicines**

You should monitor the training records, so that refresher training is given when necessary

Fire Awareness training

Safe ladder use/ Manual handling

NYCC CYPS has a commitment to provide health and safety training to Headteachers, Governors and Lead Officers etc. For further details of the courses available please contact:

**Educational Visit Training
Visit Leader Training
Restrictive Physical Intervention (RPI)
Safer mover and handling training**

- **NYCC LEARNING ZONE**
- **HandS SERVICE 01609 532545**

Training records are kept:

In Health & Safety Document Management file

Training will be identified, arranged and monitored by:

**Head teacher : Miss K O'Donnell
SBM : Mrs S Thompson**

ARRANGEMENTS

ACCIDENTS, INCIDENTS, FIRST AID AND WORK-RELATED ILL HEALTH

Health surveillance is required for employees doing the following jobs:

Display screen assessments

Health surveillance will be arranged by:

**Head Teacher
NYCC Occupational Health**

Health surveillance records will be kept:

N/A

The first aid box(es) are kept at:

**Main School entrance
Foundation Stage classroom
KS1 corridor
KS2 Corridor
All classrooms have a small first aid bag**

The appointed person(s)/first aider(s) is/are

**Mrs S Thompson (First Aid At Work)
Mrs J Erskine (First Aid At Work)
Foundation Staff are Paediatric First Aid Trained
School staff undergo emergency One day first aid training**

All accidents and cases of work-related ill health are to be recorded in the accident book. The book is kept in the general office

The person responsible for reporting accidents, diseases and dangerous occurrences to the NYCC Education Health and Safety section is

NOTE

Employees must receive health surveillance for certain work (e.g. work with lead, chrome, asbestos, noise, isocyanates and some chemicals). This will identify any health problems early on so that action can be taken before an employee's condition worsens.

- **Refer to NYCC Occupational Health - 01609 785780**

Your COSHH assessments should identify all areas and the type of health surveillance needed.

Your records should contain details of the employees, the health surveillance procedures, dates and conclusions. The health care professional doing the surveillance will hold the actual medical records, as these are confidential.

Providing immediate first aid can prevent minor injuries becoming major ones.

As a minimum you must have a first aid box and an appointed person to take charge of first aid requirements. You can find more information in HSE's free leaflets:

- First aid at work – your questions answered INDG214 1997
- Basic advice on first aid at work INDG215 (rev) 1997.

Recording accidents (even minor ones) means you can see whether you have a problem in a particular area

You must report accidents to:

CYPS Health and Safety 01609 532589.

Follow the procedures outlined in the CYPS Health and Safety Policy and Guidance Manual.

SBM :Mrs S Thompson
Head teacher : Miss K O' Donnell

ARRANGEMENTS

MONITORING

To check our working conditions, and ensure our safe working practices are being followed, we will undertake and review :

Legionella testing
Asbestos inspection
PAT testing
Fixed appliance electrical testing
Extraction fans maintenance
Premises inspection
Prioritised programme of risk assessment
Boiler room annual inspection
Gulleys and Gutters checked and cleaned
Pest control
Sports and Gym equipment maintenance
In addition teachers will carry out daily visual checks.
Mrs Thompson (SBM) will carry out termly inspections and the H&S committee will carry out termly inspections. The H&S advisor will carry out an annual inspection and review of monitoring and paperwork

NOTE

You must be able to show that you are checking working conditions and systems of work, i.e. that you are monitoring health and safety.

You can do this both actively and reactively, i.e. before and after something goes wrong.

Actively - you or other appointed person can carry out inspections, have reports submitted to you by managers, do spot check visits, safety representative inspections, etc.

Trade union safety reps have the right to carry out inspections and investigate accidents.

Reactively - you can investigate any accidents or sickness absences that occur.

The person responsible for investigating accidents is:

Head teacher :Miss K O 'Donnell
SBM : Mrs S Thompson

Investigating accidents is a useful way of reviewing your safety systems – ask yourself why the accident really happened and what you can do to stop it happening again.

The person responsible for investigating work-related causes of sickness absences is:

Head teacher Miss K O'Donnell
NYCC Occupational health

Similarly, if you have a number of employees absent because of similar ailments, this might mean there is a problem with their jobs causing ill health.

The person responsible for acting on investigation findings to prevent a recurrence is:

Miss K O'Donnell
Mrs S Thompson
NYCC Occupational health

When you find out what went wrong – put it right.

ARRANGEMENTS

ASBESTOS RISK MANAGEMENT

The Responsible Officer for asbestos management is:

Head teacher: Miss K O 'Donnell

The Asbestos Risk Management file is kept in:

General Office

Site plans showing the location of asbestos containing materials (ACM's) are kept in:

General Office

Ensuring that contractors are made aware of the location of ACM's and that they sign the relevant permit to work is the responsibility of:

Head teacher :Miss K O' Donnell and SBM : Mrs S Thompson

Asbestos risk assessments will be undertaken by:

Headteacher : Miss K O'Donnell
SBM : Mrs Thompson

Visual inspections of the condition of ACM's will be undertaken by:

SBM Mrs S Thompson
Caretaker :(NYCC Building cleaning services) 6 monthly and monthly checks

Records of the above inspections will be kept in:

NOTE

Responsible Officer - All schools must have a Responsible Officer to oversee the management of asbestos risk. This will usually be the Headteacher.

Policy and Procedure - The yellow 'Asbestos Risk Management' file outlines NYCC policies and procedures for managing of risk arising from asbestos containing materials (ACM's)

Surveys - A type two survey of the premises should be available, with the location of ACM's identified on a site plan.

A type three survey must be undertaken before any invasive construction/demolition work commences, unless it is absolutely certain that no ACM's are present in the work area.

Contractors - The location of ACM's indicated on the plan must be brought to the attention of all contractors coming on site. The permit to work confirming this fact must be completed by the contractor before work commences.

Risk Assessment and Inspection - A risk assessment must be undertaken for all known ACM's. The level of risk will depend on the type of material, its location and its condition. Using the algorithm attached to the survey a visual inspection programme of ACM's must be set up. The risk assessment will help you to establish the necessary frequency of visual inspections.

Emergency Action - The 'Asbestos Emergency Action Plan' should be readily available and brought to the attention of all staff.

- If in doubt always seek immediate advice from Gill Elstob:

Office: 01609 535748
Mobile: 07973 251980

ARRANGEMENTS

LEGIONELLOSIS MINIMISATION

The nominated Site Manager under the NYCC Legionnaires Disease Risk Management Policy is:

Head teacher :Miss K O' Donnell
SBM : Mrs S Thompson

Risk assessments detailing on-site tasks for the minimisation of *Legionellosis* risk are kept in:

In Hertel file

The person responsible for carrying out the on-site tasks set out in the above assessments is:

NYCC Building Cleaning services
(Caretaking Team)

SBM : Mrs S Thompson

Record showing that the above on-site tasks have been undertaken are kept in:

In Hertel file located in the main office

NOTE

Site Manager - The Directorate will nominate Site Manager. This will normally be the Headteacher.

Risk Assessment - will be undertaken by Hertel (UK) Ltd. Documentation will then be provided to schools detailing any requirements for on-site monitoring/control tasks (typically temperature recording and flushing).

Site Operator - The site manager may nominate a member of staff (the site operator), to carry out the on- site tasks set out in the risk assessment.

Records - Records of the on-site tasks must be maintained for monitoring purposes.

Changes - to water systems which may effect the level of risk, must be notified to -

- **Gill Elstob Legionella Monitoring Officer**
01609 535748

Advice – Further advice is available from the above and in the NYCC Environmental Services publication 'Water Services Hygiene'.

ARRANGEMENTS

WORK AT HEIGHT

All work at height in the school must be authorised by:

Head teacher :Miss K O Donnell

Risk assessments for working at height are to be completed by:

SBM : Mrs S Thompson

Equipment used for work at height is to be checked by and records kept in:

Headteacher SBM	School Health and Safety Management File
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Training records for persons carrying out work at height are kept:

**In Health & Safety Document
Management file**

NOTE

Authorisation - A designated duty holder should be responsible for authorising work at height in the school.

Risk Assessments - must be in place for all tasks involving work at height were there is a significant risk of injury. These assessments may be generic for repetitive tasks

Equipment - A competent person must periodically check all equipment used for work at height. Documentary evidence of checks should be maintained.

Training - should be undertaken by all persons carrying out work at height. As a minimum, relevant staff should be briefed using the HSE 'A Toolbox Talk on Ladder and Stepladder Safety'.

Further advice on work at height can be obtained from your HandS Safety Risk Adviser

ARRANGEMENTS

EDUCATIONAL VISITS

Off-site educational visits must be authorised by:

NYCC, Headteacher :Miss K O'Donnell and Mrs S Thompson (EVC)

The Educational Visits Co-ordinator(s) is/are:

**Headteacher : Miss K O'Donnell
SBM: Mrs S Thompson**

Risk assessments for off-site visits are to be completed by:

Visit Leader and approved by EVC

The Guidelines for Educational off-site Visits for Schools are kept in:

General Office

Details of off-site activities are to be logged onto the NYCC database by:

SBM: Mrs S Thompson (EVC)

NOTE

Authorisation - A system must be in place to ensure no parties leave the school without the appropriate authority.

EVC - All schools must appoint an Educational Visits Co-ordinator to support visit organisers and ensure that the NYCC Guidelines are followed

Risk Assessment - must be in place for all off-site visits These assessments may be generic for certain activities such as coach transport but must be site specific with regard to the hazards present at a given venue.

NYCC Guidelines – A copy of the off-site visits code of practice and guidelines must be available in the school.

Database – All off-site visits must be logged onto the NYCC notification database, either as part of a rolling programme, or as an individual visit.

- **Further advice can be obtained from the Educational Visits Consultant Adrian Clarke
Tel: 01609 535943**

ARRANGEMENTS

EMERGENCY PROCEDURES – FIRE AND EVACUATION

The person responsible for ensuring that the fire risk assessment is undertaken and implemented is:

**Head teacher: Miss K O ' Donnell
SBM Mrs S Thompson**

Monthly NOTE

You must carry out fire risk assessments, in the same way as you do general health and safety risk assessments.

For escape routes, extinguishers and alarms, you should state who checks, how often and where they are based.

Escape routes are checked by

All staff

Daily

You need a routine in case of fire or emergency evacuation. You should test your alarms and emergency evacuation procedures regularly.

Fire extinguishers are maintained and checked by/every:

**Swift
Visually
Inspected**

**Annually
Termly**

An emergency evacuation drill should be carried out each term and records maintained indicating that this has been done

Alarms are tested by/every:

**NYCC Building
Cleaning
Services
caretaker
Protec**

**Weekly
6 monthly**

Emergency evacuation will be tested:

Termly

The Security Co-ordinator is:

Headteacher : Miss K O' Donnell

APPENDICES

List here any other policies relevant to health and safety and state where they are located. *E.g. Medicines Policy, Educational Visits Policy etc.*

Educational Visits Policy
Medicines Policy
Health & Safety Committee terms of reference
Building and Resources Policy
First Aid Policy
Bomb Threat Policy
Fire Safety Policy and Emergency Evacuation Plan Including any (PEEPS)
Behaviour Policy
Intimate Care Policy
Lone Working Policy