



THE VINE CHRISTIAN SCHOOL  
Independent School - Ages 3 to 18

# Health and Safety Policy

VCS/Health and Safety Policy/2021

22 August 2021



## About This Document

<b>Annual Policy Period</b>	2021 - 2022
<b>Policy Adopted by Governors</b>	27 February 2019
<b>Last Policy Review</b>	22 August 2021
<b>Next Policy Review</b>	September 2022

## History

<b>Version</b>	<b>Date</b>	<b>Name</b>	<b>Description</b>
0.1	27 Feb - 19	René Esterhuizen, Clerk to Trustees	First release. DRAFT
1.0	27 Feb - 19	School Governors	Approved and adopted.
1.1	22 Aug - 21	School Governors	Reviewed and approved.



## Contents

1. Introduction .....	5
2. General Guidelines .....	5
3. Responsibilities Of The Governing Body.....	6
4. Responsibilities Of The Headteacher.....	6
5. Responsibilities Of Other Staff Holding Posts Of Special Responsibility .....	7
6. Responsibilities Of Staff Towards Pupils And Others In Their Care.....	7
7. Responsibilities Of All Employees.....	8
8. Responsibilities Of Pupils.....	9
9. Smoking.....	9
10. Other Related Procedures And Policies.....	9
11. Appendix 1 .....	10
12. Appendix 2 .....	11
13. Appendix 3 .....	11
14. Appendix 4 .....	12
15. Appendix 5 .....	12
16. Appendix 6 .....	13
17. Appendix 7 .....	14
18. Appendix 8 .....	15
19. Appendix 9 .....	16
20. Appendix 10.....	17
21. Appendix 11 .....	18
22. Appendix 12 .....	19
23. Appendix 13.....	20
24. Appendix 14.....	20
25. Appendix 15 .....	20
26. Appendix 16.....	21
27. Appendix 17.....	21
28. Appendix 18.....	21
29. Appendix 19 .....	21
30. Appendix 20.....	22
31. Appendix 21.....	22



32. Appendix 22 .....	24
33. Appendix 23 .....	25
34. Appendix 24 .....	25
35. Appendix 25 .....	26
36. Appendix 26 .....	27
37. Key Dates for The Plan .....	28
38. General.....	28



## 1. Introduction

- 1.1. This statement is issued in accordance with the Health and Safety at Work Act (1974). The general aims of these policy statements are accepted, and the arrangements set out below are designed to implement the general aims of The Vine Christian School.
- 1.2. Legislation: The Health and Safety at Work Act 1974: Sections 2(3), 3 and 4:  
<http://www.legislation.gov.uk/ukpga/1974/37/section/3>
- 1.3. Risk Assessments: The Management of Health and Safety at Work Regulations 1999: SI 1999/3242. The 1999 regulations impose a duty on employers to produce a risk assessment.  
<http://www.legislation.gov.uk/uksi/1999/3242/contents/made>
- 1.4. Health and safety: advice on legal duties and powers for local authorities, school leaders, school staff and governing bodies updated November 2018.  
<https://www.gov.uk/government/publications/health-and-safety-advice-for-schools/responsibilities-and-duties-for-schools>

## 2. General Guidelines

- 2.1. It is the policy of the Trustees and Governing Body, so far as is reasonably practicable, to:
  - i. Establish and maintain a safe and healthy environment throughout the school.
  - ii. Establish and maintain safe working procedures among staff and pupils.
  - iii. Make arrangements for ensuring safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances.
  - iv. Ensure the provision of enough information, instruction, and supervision to enable all employees and pupils to avoid hazards and contribute positively to their own health and safety and to ensure that they have access to health and safety training as appropriate or as and when provided.
  - v. Maintain all areas under the control of the Trustees, Governing Body and Headteacher in a condition that is safe and without risk to health and to provide and maintain means of access to and egress from that place of work that are safe and without risk.
  - vi. Formulate effective procedures for use in case of fire and for evacuating the school premises.
  - vii. Lay down procedures to be followed in case of accident.
  - viii. Teach safety as part of pupils' duties where appropriate.



### 3. Responsibilities Of The Governing Body

- 3.1. The Governing Body are responsible for ensuring health and safety management systems are in place and effective.
- 3.2. The Head Teacher has been appointed as Health and Safety Co-Ordinator 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.
- 3.3. The Governing Body will receive regular reports from the Headteacher or other nominated member of staff to enable them to provide and prioritise resources for health and safety issues.
- 3.4. Where required Governing Body will seek specialist advice on health and safety which the establishment may not feel competent to deal with.
- 3.5. The Trustees as the employer provides access to competent H&S advice via The Headteacher as required by the Health and Safety at Work Act 1974]

### 4. Responsibilities Of The Headteacher

- 4.1. Overall responsibility for the day-to-day management of health and safety in accordance with the Trustees and Governing Body's health and safety policy and procedures rests with the Headteacher.
- 4.2. The Headteacher has responsibility for:
  - i. Co-operating with the Trustees and Governing Body to enable health and safety policy and procedures to be implemented and complied with.
  - ii. Communicating the policy and other appropriate health and safety information to all relevant people including contractors.
  - iii. Ensuring effective arrangements are in place to pro-actively manage health and safety by conducting and reviewing inspections and risk assessments and implementing required actions.
  - iv. Reporting to the Trustees and Governing Body on health and safety performance and any safety concerns/ issues which may need to be addressed by the allocation of funds.
  - v. Ensuring that the premises, plant, and equipment are maintained in a safe and serviceable condition.
  - vi. Ensuring all staff are competent to carry out their roles and are provided with adequate information, instruction, and training.
  - vii. Monitoring purchasing and contracting procedures to ensure health and safety is included in specifications & contract conditions.
- 4.3. Whilst overall responsibility for health and safety cannot be delegated the Headteacher may choose to delegate certain tasks to other members of staff.



## 5. Responsibilities Of Other Staff Holding Posts Of Special Responsibility

- 5.1. Apply the school's health and safety policy to their own department or area of work.
- 5.2. Ensure staff under their control are aware of and follow relevant published health and safety guidance (from sources such as CLEAPSS, AfPE etc.)
- 5.3. Ensure health and safety risk assessments are undertaken for the activities for which they are responsible and that identified control measures are implemented.
- 5.4. Ensure that appropriate safe working procedures are brought to the attention of all staff under their control.
- 5.5. Take appropriate action on health, safety and welfare issues referred to them, informing the head [individual with delegated authority] of any problems they are unable to resolve within the resources available to them.
- 5.6. Carry out regular inspections of their areas of responsibility and report / record these inspections.
- 5.7. Ensure the provision of enough information, instruction, training, and supervision to enable staff and pupils to avoid hazards and contribute positively to their own health and safety.
- 5.8. Ensure that all accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated.

## 6. Responsibilities Of Staff Towards Pupils And Others In Their Care

- 6.1. All staff are responsible for the health and safety arrangements in relation to staff, students, pupils, and volunteer helpers under their supervision. They will monitor their own work activities and take all reasonable steps to:
  - i. Exercise effective supervision over all those for whom they are responsible, including pupils.
  - ii. Be aware of and implement safe working practices and to set a good example personally. identify actual and potential hazards and introduce procedures to minimise the possibility of mishap.
  - iii. Ensure that any equipment or tools used are appropriate to that use and meet accepted safety standards.
  - iv. Provide written job instructions, warning notices and signs as appropriate.
  - v. Provide appropriate protective clothing and safety equipment as necessary and ensure that these are used as required.
  - vi. Minimise the occasions when an individual is required to work in isolation, particularly in a hazardous situation or on a hazardous process.
  - vii. Evaluate promptly and, where appropriate, act on criticism of health and safety arrangements.



- viii. Provide the opportunity for discussion of health and safety arrangements.
  - ix. Investigate any accident (or incident where personal injury could have arisen) and take appropriate corrective action.
  - x. Provide for adequate instruction, information and training in safe working methods and recommend suitable "off the job" training.
  - xi. Where private vehicles are used to transport children to and from school functions, staff should ensure that child restraints and seats appropriate to the age of the children concerned are used.
  - xii. Be aware of the practical guidelines for working at height within the school. (See separate appendix).
- 6.2. N.B. When any member of staff considers that corrective action is necessary, but that action lies outside the scope of their authority, they should refer the problem to the Headteacher.

## 7. Responsibilities Of All Employees

- 7.1. 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.
- 7.2. All employees have responsibility to:
- i. Take reasonable care for the health and safety of themselves and others in undertaking their work.
  - ii. Co-operate with the Principal and others in meeting statutory requirements; not interfere with or misuse anything provided in the interests of health, safety, and welfare.
  - iii. Always comply with the school's health and safety policy and procedures, and safe working practices applicable to their posts, where in doubt they must seek immediate clarification from the Headteacher.
  - iv. Report all accidents and incidents in line with the reporting procedure.
  - v. Co-operate with school management on all matters relating to health and safety.
  - vi. Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare.
  - vii. Report all defects in condition of premises or equipment and any health and safety concerns immediately to the Headteacher.
  - viii. Ensure that they only use equipment or machinery that they are competent / have been trained to use.
  - ix. Make use of all necessary control measures and personal protective equipment provided for safety or health reasons, ensuring that tools and equipment are in good condition and report any defects to the Headteacher.





- x. **Ensure that any accidents, whether or not an injury occurs, and potential hazards are reported to the Headteacher.**
- xi. Be aware of the practical guidelines for working at height within the school. (See separate policy).

## 8. Responsibilities Of Pupils

- 8.1. All pupils are expected, within their expertise and ability, to:
  - i. Exercise personal responsibility for the safety of themselves and their fellow pupils.
  - ii. Observe standards of dress consistent with safety and/or hygiene (this would preclude unsuitable footwear, knives and other items considered dangerous.
  - iii. Observe all the safety rules of the school and in particular the instructions of the teaching staff in the event of an emergency.
  - iv. Use and not wilfully misuse, neglect or interfere with things provided safety purposes.
- 8.2. N.B. Pupils will be made aware of these responsibilities through direct instruction, notices, and the school handbook.

## 9. Smoking

- 9.1. The Vine Christian School operates a no smoking policy.

## 10. Other Related Procedures And Policies

Appendix 1	-	Risk Assessments
Appendix 2	-	Statutory Tests
Appendix 3	-	Offsite visits
Appendix 4	-	Health and Safety Monitoring and Inspections
Appendix 5	-	Fire Evacuation and other Emergency Arrangements
Appendix 6	-	Fire Prevention, Testing of Equipment
Appendix 7	-	First Aid and Medication
Appendix 8	-	Accident Reporting Procedures
Appendix 9	-	Health and Safety Information and Training
Appendix 10	-	Personal Safety / Lone Working
Appendix 11	-	Premises and Work Equipment
Appendix 12	-	Flammable and Hazardous Substances



Appendix 13	-	Asbestos
Appendix 14	-	Moving and Handling
Appendix 15	-	Contractors
Appendix 16	-	Work at Height
Appendix 17	-	Display Screen Equipment
Appendix 18	-	Vehicles
Appendix 19	-	Lettings
Appendix 20	-	Minibuses
Appendix 21	-	Transport
Appendix 22	-	Legionella
Appendix 23	-	Swimming pool
Appendix 24	-	Work Experience
Appendix 25	-	Farm Visits
Appendix 26	-	Residential Visits

## 11. Appendix 1

### 11.1. General Risk Assessments

- i. The school conducts and documents risk assessments for all activities presenting a significant risk. These are coordinated by Learning Centre Supervisors following guidance approved by the Headteacher.
- ii. Risk assessments are available for all staff to view and are held centrally in the main offices. These assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest. Staff will be made aware of any changes to risk assessments relating to their work.

### 11.2. Individual Risk Assessments

- i. Specific assessments relating to staff member(s) or pupil(s) are held on that individual's file and will be undertaken by the Headteacher. Such risk assessments will be reviewed on a regular basis.
- ii. It is the responsibility of all staff to inform the Headteacher of any medical conditions (including pregnancy) which may impact upon their work.

### 11.3. Risk assessments for the following subjects will be carried out by the relevant subject teachers as detailed below.

- i. Design and Technology



- ii. Practical Science
- iii. Art & Design
- iv. Physical Education

11.4. These assessments should be incorporated within the scheme of work, lesson plan etc.

11.5. To assess the risks adequately, the following information should be collected:

- i. Details of the proposed activity.
- ii. The age and ability of the persons likely to do it.
- iii. Details of the room to be used, i.e., size, availability of services and whether or not the ventilation rate is good or poor.
- iv. Any substance(s) possibly hazardous to health.
- v. The quantities of substances hazardous to health likely to be used, including the concentrations of any solutions.
- vi. Class size.
- vii. Any other relevant details.

## 12. Appendix 2

12.1. Statutory Tests

12.2. Statutory tests must be carried out on all the following. Further details are under each relevant appendix:

- i. Fire Extinguishers (Appendix 5)
- ii. Fire Alarm (Appendix 6)
- iii. Fixed Electrical Wiring Installation (Appendix 11)
- iv. Emergency Lighting Inspection and Test (Appendix 11)
- v. Gas Equipment (Appendix 11)
- vi. Portable Appliance Testing (PAT) (Appendix 11)
- vii. External play equipment (Appendix 11)
- viii. Legionella survey/risk assessments (Appendix 22)

## 13. Appendix 3

13.1. Offsite Visits

- i. Risk assessments for offsite visits have three levels:



- a) Generic activity risk assessments, which are likely to apply to the activity whenever it takes place.
  - b) Visit/site specific risk assessments, which will differ from place to place and group to group.
  - c) Ongoing risk assessments that take account of e.g., illness of staff or pupils, changes of weather, availability of preferred activities
- 13.2. The member of staff planning the trip will submit all relevant paperwork and risk assessments relating to the trip to the school's Administrator who will check the documentation and planning of the trip and if acceptable initially approve the visit before referring to the Headteacher for approval.
- 13.3. The school holds a separate policy for offsite visits.

## 14. Appendix 4

### 14.1. Health And Safety Risk Assessments

- a) A general inspection of the site will be conducted on a weekly basis and be undertaken by the School Administrator.
- b) The person(s) undertaking inspection will complete a report in writing and submit this to the Headteacher. Responsibility for following up items detailed in the safety inspection report will rest with the School Administrator.
- c) A named Independent Advisor, Mr. Bob Wheeler, will undertake an audit of the school's health and safety management systems on an annual basis and report back to the Trustees and Governing Body.

## 15. Appendix 5

### 15.1. Fire Evacuation And Other Emergency Arrangements

- i. The Headteacher is responsible for ensuring the school's fire risk assessment is undertaken and implemented.
- ii. The fire risk assessment is located in the school's fire logbook and will be reviewed on an annual basis.

### 15.2. Emergency Procedures

- i. Fire and emergency evacuation procedures are detailed in the staff handbook 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.
  - a) Evacuation procedures are also made available to all contractors / visitors.
  - b) Emergency exits, fire alarm call points, assembly points etc. are clearly identified by safety signs and notices.



c) Emergency contact and key holder details are maintained by the School Administrator.

15.3. Fire Drills

- i. Fire drills will be undertaken termly, and results recorded in the fire logbook.

15.4. Fire Fighting

- i. Staff must ensure the alarm is raised BEFORE attempting to tackle a fire.
- ii. 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 fire-fighting equipment.
- iii. Staff are made aware of the type and location of portable firefighting equipment and receive basic instruction in its correct use at induction.

15.5. Details of Service Isolation Points

- i. Gas – in green box on patio
- ii. Water – outside the front of the building
- iii. Electricity – in middle cupboard in social area

15.6. Details of Chemicals and Flammable Substances on Site

- i. An inventory of these will be kept by Three Mile Cross Church Health and Safety Co-Ordinator as appropriate, for consultation.

## 16. Appendix 6

16.1. Inspection /Maintenance Of Emergency Equipment

- i. The School Administrator 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 main office.

16.2. Fire Alarm System

- i. Fire alarm call points will be tested weekly in rotation. This test will occur on a Tuesday at 11am.
- ii. Any defects on the system will be reported immediately to the alarm contractor / electrical engineer.
- iii. A fire alarm maintenance contract is in place with Chubb and the system tested annually by them.

16.3. Fire Fighting Equipment

- i. Weekly in-house checks are made to ensure that all fire-fighting equipment remains available for use and operational.



- ii. Chubb undertakes annual maintenance service of all fire-fighting equipment.
- iii. Defective equipment or extinguishers that need recharging should be taken out of service and reported direct to Chubb.

#### 16.4. Emergency Lighting Systems

- i. These systems will be checked for operation monthly in house and annually a full discharge test and certification of the system will be undertaken by Chubb.

#### 16.5. Means of Escape.

- i. Daily checks are made for any obstructions on exit routes and that all final exit doors are operational and available for use.

## 17. Appendix 7

### 17.1. First Aid And Medication

- i. 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 extracurricular activities)

### 17.2. Trained to First Aid at Work Level (18 hr.):

- i. Mrs. René Esterhuizen, Mrs. Nadine Van der Merwe and Mrs Marilyn Williams - St Johns Ambulance.

### 17.3. Trained to EYFS Standard (Paediatric First Aid, 12 hr.):

- i. Mrs. Nadine Van der Merwe and Mrs. Jackie Gower.

### 17.4. First aid qualifications remain valid for 3 years. The School Administrator will ensure that refresher training is organised to maintain competence and that new persons are trained should first aiders leave, information can be found in the school office.

### 17.5. First Aid Boxes Are Located at The Following Points:

- i. School Office.
- ii. Basic first aid supplies available in upstairs Learning Centre.
- iii. The School Administrator 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.

### 17.6. Transport to Hospital

- i. 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 students.
- ii. 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.



- iii. Where there is any doubt about the appropriate course of action, the first aider will consult with the Health Service helpline (NHS 111) and, in the case of a student with the parents/carers.
  - iv. Royal Berkshire Hospital contact number: 0118 322 5111
- 17.7. Administration of Medicines
- i. All medication will be administered to pupils in accordance with the DfE document '[Supporting pupils at school with medical conditions](#)'.
  - ii. No member of staff will administer any medication unless a request form has been completed by the parent/carer.
  - iii. The school Office Manager is responsible for accepting medication and checking all relevant information has been provided by parents/carers prior to administering.
  - iv. Records of administration will be kept by the School Office Administrator.
- 17.8. All non-emergency medication kept in school are securely stored [e.g., lockable cupboard in school office, refrigerated meds kept in clearly labelled container within fridge detail location] with access strictly controlled. All pupils know how to access their medication.
- 17.9. Where children need to have immediate access to emergency medication i.e., asthma inhalers, epi-pen etc., it will be kept in the school office and clearly labelled.
- 17.10. Health Care Plans
- i. Parents/carers are responsible for providing the school with up-to-date information regarding their child's health care needs and providing appropriate medication.
  - ii. Individual health care plans are in place for those pupils with significant medical needs e.g., chronic, or ongoing medical conditions such as diabetes, epilepsy, anaphylaxis etc. These plans will be completed at the beginning of the school year/when child enrolls/on diagnosis being communicated to the school and will be reviewed annually by the Headteacher.
  - iii. All staff are made aware of any relevant health care needs and copies of health care plans are available in the students' personal folders in the school office.
  - iv. Staff will receive appropriate training related to health conditions of pupils and the administration of medicines by a health professional as appropriate.

## 18. Appendix 8

### 18.1. Accident Reporting Procedures

### 18.2. Accidents to Employees

- i. **All** employee accidents, no matter how minor, must be reported to the Headteacher, who will make a report to the Trustees and Governing Body



- 18.3. Accidents to Pupils and Other Non-Employees (Members of Public/Visitors to Site etc.)
- i. A local accident book with the school first aider is used to record all minor incidents to pupils and non-employees. More significant incidents as detailed below must also be reported to the Headteacher, who will make a report to the Trustees and Governing Body
    - a) Major injuries.
    - b) Accidents where significant first aid treatment has been provided.
    - c) Accidents which result in the injured person being taken from the scene of the accident directly to hospital.
    - d) Accidents arising from premises/equipment defects.
- 18.4. All major incidents will be reported to the Headteacher, who will make a report to the Trustees and Governing Body.
- 18.5. Parents / carers will be notified immediately of all major injuries.
- 18.6. Accidents will be monitored for trends and a report made to the Trustees and Governing Body, as necessary.
- 18.7. 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.
- 18.8. Reporting to the Health and Safety Executive (HSE)/RIDDOR
- i. Incidents involving a fatality or major injury will be reported immediately to the Health and Safety Executive (HSE) on 0845 300 9923, the Headteacher, Trustees and Governing Body
  - ii. Incidents resulting in the following outcomes must be reported to the HSE via their online reporting system <http://www.hse.gov.uk/riddor/> within 15 days of the incident occurring.
    - a) 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.
    - b) 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).
- 18.9. Any incident notified to the HSE must also be reported to the Headteacher, Trustees and Governing Body.

## 19. Appendix 9

- 19.1. Health And Safety Information & Training
- 19.2. Consultation





- i. The Governors meet termly to discuss health, safety and welfare issues affecting staff, students, or visitors. Action points from meetings are brought forward for review by the Church Trustees.
- 19.3. Communication of Information
- i. The Health and Safety Law poster is displayed in the main office.
  - ii. The Trustees and Governing Body as the employer provides access to competent H&S advice via Mr. Bob Wheeler as required by the Health and Safety at Work Act 1974
- 19.4. Health and Safety Training
- 19.5. All employees will be provided with:
- i. Induction training in the requirements of this policy.
  - ii. Update training in response to any significant change.
  - iii. Training in specific skills needed for certain activities, (e.g., use of hazardous substances, work at height etc.)
  - iv. Refresher training where required.
- 19.6. Training records will be kept on file in the school office.
- 19.7. Mrs. René Esterhuizen is responsible for coordinating 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.
- 19.8. The Head Teacher will be responsible for assessing the effectiveness of training received.
- 19.9. Each member of staff is also responsible for drawing the Head Teacher's attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence.

## 20. Appendix 10

### 20.1. Personal Safety/Lone Working

- i. The school believes that staff should not be expected to put themselves in danger and will not tolerate violent/threatening behaviour to its staff.
- ii. Staff will report any such incidents to the Headteacher. The school will work in partnership with the police where inappropriate behaviour/individual conduct compromises the school's aims in providing an environment in which the pupils and staff feel safe.

### 20.2. Lone Working

- i. 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.



- ii. Work involving potentially significant risks (for example work at height) must not be undertaken whilst working alone.
- iii. Staff working outside of normal school hours must obtain permission of Headteacher and sign in and out of the school premises.
- iv. 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.

#### 20.3. School Staff Responding to Call Outs

- i. Nominated key holders attending empty premises where there has been alarm activation should do so with a colleague if possible. They should not enter the premises unless they are sure it is safe to do so.

## 21. Appendix 11

### 21.1. Premises And Work Equipment

- i. All staff are required to report to the Headteacher any problems found with plant/equipment. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair/disposal.
- ii. The Church Health and Safety Co-Ordinator 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.
- iii. Equipment restricted to those users who are authorised/have received specific training is detailed in the register.

### 21.2. Planned Maintenance/Inspection

- i. Regular inspection and testing of school plant and equipment is conducted to legislative requirements by competent contractors. Records of such monitoring will be kept in the main office.

### 21.3. Curriculum Areas

- i. Supervisors are responsible for ensuring maintenance requirements for equipment in their areas are identified and implemented.

### 21.4. Electrical Safety

- i. All staff will conduct a visual inspection of plugs, cables, and electrical equipment prior to use. Defective equipment will be reported to the Headteacher.



- ii. 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.
- iii. This inspection and testing will be conducted by PatPals, annually, contact number: 0118 907 3227.
- iv. The School Administrator is responsible for keeping an up-to-date inventory of all relevant electrical appliances and for ensuring that all equipment is available for testing.
- v. Personal items of equipment (electrical or mechanical) should not be brought into the school without prior authorisation and must be subjected to the same tests as school equipment.
- vi. A fixed electrical installation test (fixed wire test) will be conducted on a 5-year cycle/an annual inspection and 20% physical test of wiring will be undertaken annually in order to provide a full set of results over a 5-year period.

#### 21.5. Emergency Lighting Inspection and Test

- i. A flick test will be conducted monthly by the School Administrator.
- ii. A full discharge test will be conducted annually by Chubb.

#### 21.6. External Play Equipment

- i. External play equipment will only be used when appropriately supervised.
- ii. This equipment will be checked daily before use for any apparent defects by the Early Years Manager who will conduct a formal termly inspection of the equipment.
- iii. PE and Play equipment are subject to an annual inspection by Supervisors.

#### 21.7. Gas Equipment

- i. All gas equipment will be checked annually by Three Mile Cross Church contacts.

## 22. Appendix 12

### 22.1. Flammable And Hazardous Substances

- i. 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).
- ii. Within curriculum areas (in particular science and DT) staff 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.)
- iii. In all other areas the establishments nominated person responsible for substances hazardous to health is the Health and Safety Co-Ordinator.



- iv. They shall ensure:
  - a) An inventory of all hazardous substances used on site is compiled and regularly reviewed.
  - b) Material safety data sheets are obtained from the relevant supplier for all such materials.
  - c) If required, full COSHH risk assessments are conducted and communicated to staff exposed to the product/substance.
  - d) All chemicals are appropriately and securely stored out of the reach of children and all chemicals are kept in their original packaging and labelled (no decanting into unmarked containers).
  - e) 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.

22.2. Where persons may be affected by their use on site, the Three Mile Cross Church Administrator is responsible for ensuring that COSHH assessments are available from contractors.

## 23. Appendix 13

### 23.1. ASBESTOS

- i. The school has no asbestos on site.

## 24. Appendix 14

### 24.1. Lifting And Handling

- i. Generic risk assessments for regular manual handling operations are undertaken and staff provided with information on safe moving and handling techniques.
- ii. Staff should ensure they are not lifting heavy items and equipment unless they have received training and/or equipment in order to do so safely.
- iii. All manual handling activities which present a significant risk to the health and safety of staff will be reported to the Headteacher 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.

## 25. Appendix 15

### 25.1. Contractors

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



- ii. All contractors must report to the school office where they will be asked to sign the visitor's book and wear an identification badge. Contractors will be issued with guidance on emergency procedures, relevant risks, and any other related information.
- iii. The School Administrator is responsible for monitoring areas where the contractor's work may directly affect staff and pupils and checking whether expected controls/risk assessments are in place and working effectively.

## 26. Appendix 16

### 26.1. Working At Height

- i. Working at height can present a significant risk and employees are not authorised to work at height. If that is required, notify the school office, who will ask Three Mile Cross Church to arrange.

## 27. Appendix 17

### 27.1. Display Screen Equipment (DSE)

- i. All staff who use computers daily, as a significant part of their normal work (significant is taken to be continuous / near continuous spells of an hour or more at a time) e.g., admin / office staff shall have a DSE assessment carried out.
- ii. 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).
- iii. Advice on the use of DSE is available in the Education Health and Safety Manual

## 28. Appendix 18

### 28.1. Vehicles On Site

- i. Vehicular access to the school is restricted to school staff, parents, and visitors only.
- ii. Access to the school must be kept clear for emergency vehicles.

## 29. Appendix 19

### 29.1. Lettings/Shared Use Of Premises

- i. The property is owned by Three Mile Cross church, and use is granted to the School for school hours. Primary responsibility for compliance to the Health and Safety policy lies with Three Mile Cross Church.



## 30. Appendix 20

### 30.1. Minibus

- i. Three Mile Cross Church 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.
- ii. 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.
- iii. Mr. Deon Esterhuizen and Mrs. Nadine Van Der Merwe are responsible for undertaking regular checks on the school minibus and ensuring that it is road worthy and legal.

## 31. Appendix 21

### 31.1. Transport

### 31.2. The group leader should consider:

- i. Passenger safety
- ii. Type of journey
- iii. Traffic conditions
- iv. Insurance cover
- v. Weather
- vi. Journey time and distance
- vii. Stopping points on longer journeys
- viii. Supervision

### 31.3. Supervision on visits

- i. The level of supervision necessary should be considered as part of the risk assessment.
  - a) Level of supervision on coaches.
  - b) Safety when crossing roads.
  - c) Safety of pupils at dropping off points.
  - d) Head counts when getting on and leaving transport.
  - e) Responsibility for checking seat belts.
  - f) Travel sickness pills should only be taken when previous authorisation has been received from the parents.



31.4. Use of cars

- i. the car should be roadworthy.
- ii. the driver has the appropriate licence.
- iii. the driver has the appropriate insurance.
- iv. drivers ensure pupils wear seat belts.
- v. Parents or any other adults should never be in a position where they are left alone in a car with a child and a central dropping off place is arranged.
- vi. Booster seats are used where necessary (see the following information)

31.5. Rules concerning the use of seat belts, car seats, and booster seats:

- i. Children over three and up to 1.35 metres in height (approx. 4ft 5ins) or the age of 12, whichever they reach first, must use what the government calls the "correct child restraint" ("booster seat").
- ii. There are four exemptions where a child in this category can travel without a car seat:

31.6. the child is in a taxi or minicab.

- i. If the driver does not provide the correct child car seat, children can travel without one - but only if they travel on a rear seat:
  - a) and wear an adult seat belt if they are 3 or older.
  - b) without a seat belt if they are under 3

31.7. the child is in a minibus, coach, or van.

- i. Minibus or coach drivers and companies do not have to provide child car seats. Parents must provide their own if they want to make sure a child has one.
- ii. Coaches:
  - a) Children can travel without a child car seat or seat belt if they're not available.

31.8. Minibuses

- i. All children must travel in rear seats (any seats behind the driver) if a child car seat or an adult seat belt is not fitted.
- ii. Children aged 3 or older must:
  - a) use a child car seat if there is one available in a minibus.
  - b) use an adult seat belt if child car seats are not fitted or are unsuitable.
- iii. Vans
  - a) The rules for vans are the same as for cars.
  - b) the child is on an unexpected journey, for example an emergency.



- iv. If the correct child car seat is not available, a child aged 3 or older can use an adult seat belt if the journey is all the following:
    - a) Unexpected
    - b) Necessary
    - c) over a short distance
  - v. children under 3 cannot be taken on an unexpected journey in a vehicle without the correct child car seat, unless both of the following apply:
    - a) it is a licensed taxi or minicab.
    - b) the child travels on a rear seat without a seat belt.
- 31.9. there is no room for another car seat.
- i. Children under 3 must be in a child car seat. If there is no room for a third child car seat in the back of the vehicle, the child must travel in the front seat with the correct child car seat.
  - ii. Children aged 3 or older can sit in the back using an adult belt.
- 31.10. A child of three or over may travel unrestrained in the rear seat of a vehicle if seat belts are not available.
- 31.11. Children over 1.35 metres, or who are 12 or 13 years old, must wear an adult seat belt in the front and rear seat "if available".
- 31.12. Passengers 14 and over must also wear seat belts in the front, (and back seats, if available). They are deemed as adult passengers, so it is therefore their legal responsibility - not the driver's - to comply with the law.

## 32. Appendix 22

### 32.1. Legionella

- i. See HSE document 'Legionnaires' disease - The control of legionella bacteria in water systems,
- ii. Approved Code of Practice and guidance on regulations':  
<http://www.hse.gov.uk/pubns/priced/l8.pdf>
- iii. A water risk assessment of the school has been completed by Three Mile Cross Church and Mr. Mihai Rusu is responsible for ensuring that the identified operational controls will be conducted and recorded in the school's waterlog book where necessary.
- iv. This risk assessment will be reviewed where significant changes have occurred to the water system and/ or building footprint.





## 33. Appendix 23

### 33.1. Swimming Pools

- i. The school does not own its own swimming pool, but when hiring the use of one, the Head Teacher will ensure a Health and Safety Risk Assessment has been completed by the owners of the pool.
- ii. A school Risk Assessment will also be conducted as follows by the Head Teacher: A minimum supervision level of 1 adult to every 12 pupils is recommended.
- iii. The following checks should be made:
  - a) Is there constant pool supervision by a sufficient number of qualified staff?
  - b) Is the water temperature appropriate?
  - c) Where there is no lifeguard, the leader should stay on the pool side at a raised location and the group leader should have the relevant life-saving award.
  - d) Is the water clear?
  - e) Are there signs indicating depth of water?
  - f) Does the pool cater for children with disabilities?
  - g) Does the deep end allow for safe diving?
  - h) Are there a resuscitator and other pieces of first aid and rescue equipment and is there someone trained to use them?
  - i) Is there a changing room for each sex?
  - j) Are the changing and showering facilities safe and hygienic?
  - k) Can clothes be stored safely?
  - l) Have the pupils been instructed on how to behave around water?

## 34. Appendix 24

### 34.1. Work Experience

### 34.2. Secondary level only

- i. Where those students in 16-19 education are involved in 'non-qualification' activities as part of their study programme e.g., 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.
- ii. The Headteacher and relevant Supervisor are responsible for managing and co-ordinating such activities, hereafter the placement organiser.



- iii. This will include ensuring work experience are appropriate and thus necessitate some proportionate checks on their health and safety.
  - a) The placement organiser will always assist and guide the young person undertaking the work placement.
  - b) It is the responsibility of the placement organiser to take responsibility for the young person's health and safety.
  - c) All students should be briefed before taking part in work experience on supervision arrangements and health and safety responsibilities.
  - d) The placement organiser should arrange an interview prior to the placement to discuss conduct at work, procedures, timings and health and safety issues.
  - e) An escorted walk of the emergency fire evacuation procedures including the locations of the nearest exits and the assembly point should be undertaken.
  - f) Information on the accident reporting system and location of First Aider should be given.
  - g) A disclaimer form should be signed by the young person following this briefing.
  - h) Regular checks should be made to ensure that the young person is able to cope with the hours of work required.
  - i) If at any time the individual is concerned about any issue, they should feel free to voice that immediately to their placement organiser.
  - j) Any incidents involving students on work placement activities should be reported to the placement organiser at the earliest possible opportunity.

## 35. Appendix 25

### 35.1. Farm Visits

- i. Farms can be very dangerous places even for the people working on them.
- ii. Risks to be addressed should include those arising from the misuse of farm machinery and the hazards associated with E-coli food poisoning and other infections.
- iii. The farm should be well managed and have a good reputation for safety standards and animal welfare, and that it maintains good washing facilities and clean grounds and public spaces.
- iv. Pupils should not:
  - a) Place their faces against the animals or put their hands in their mouths after feeding animals.
  - b) Eat until they have washed their hands.
  - c) Sample any animal foodstuffs.
  - d) Drink from farm taps



- e) Ride on tractors or other machines
- f) Play in the farm area.

## 36. Appendix 26

### 36.1. Residential Visits

- i. Staff ratio should be at least 1 member of staff for every 10 pupils.
  - a) The group should ideally have adjoining rooms with Supervisors' quarters next to the pupil's rooms – the leader should obtain a floor plan of the rooms reserved for the groups use in advance.
  - b) There must be at least one teacher from each sex for mixed groups.
  - c) There must be separate male and female sleeping/bathroom facilities for pupils and adults.
  - d) The immediate accommodation should be exclusively for the groups use.
  - e) There should be appropriate and safe heating and ventilation.
  - f) The whole group should be aware of the lay out of the accommodation, its fire precautions/exits, its regulations and routines, and everyone can identify key personnel.
  - g) Security arrangements where the reception is not staffed 24 hours a day, security should be in force to stop unauthorised visitors.
  - h) All staff employed at the centre should be checked on their suitability for working with young people.
  - i) Locks on doors should work in the groups rooms but appropriate access should always be available to Supervisors.
  - j) There should be drying facilities.
  - k) There should be adequate space for storing clothes, luggage, equipment.
  - l) There should be adequate lighting.
  - m) There should be provision for children with special needs and for those who fall sick.
  - n) Balconies should be stable, windows secure, electrical connections safe.
  - o) Where possible pupils should not be lodged on ground floor rooms
  - p) The fire alarm must be audible throughout the whole accommodation.
  - q) There should be recreational facilities for the group.
  - r) There should be an appropriate number of supervisors on duty during the night.
  - s) As soon as possible after arrival a fire drill should take place.



## 37. Key Dates for The Plan

Priority	Date	Action
-	-	None at this time.

## 38. General

This document has been reviewed and signed as follows:

Headteacher	Signed	Date	Print name

  

Governor	Signed	Date	Print name