



Charlton Park Academy and Mulberry Tree House

Health and Safety Policy



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DISTRIBUTION OF COPIES

Master Copy	Principal Registrar office/
Copy One	Chair of Governors
Copy Two	Premises (Premises) Manager
Copy Three	Health & Safety Representative Committee Chair
Copy Four	Health and Safety Noticeboards – all staff
Copy Five	Company File for Visitors, Contractors & Parents Viewing



HEALTH AND SAFETY POLICY

REVIEW PROCEDURES

The Health and Safety Policy for Charlton Park Academy will be reviewed regularly and revised as necessary.

Any amendments required to be made to the policy as a result of a review will be presented to the Governing Body for acceptance.



HEALTH AND SAFETY POLICY

STATEMENT OF INTENT

Charlton Park Academy recognizes that ensuring the health and safety of staff, pupils and visitors is essential to the success of the Academy.

We are committed to:

- a. Providing a safe and healthy working and learning environment.
- b. Preventing accidents and work related ill health.
- c. Meeting our legal responsibilities under health and safety legislation as a minimum
- d. Assessing all risks to anyone who could be affected by our curriculum and non-curriculum activities and putting in place measures to control these risks.
- e. Ensuring safe working methods and providing safe work equipment.
- f. Providing effective information, instruction, training and supervision.
- g. Consulting with employees and their representatives on health and safety matters.
- h. Monitoring and reviewing our safety arrangements and prevention measures to ensure they are effective.
- i. Setting targets and objectives to develop a culture of continuous improvement.
- j. Ensuring adequate welfare Premises exist throughout the school.
- k. Ensuring adequate resources are made available for health and safety issues, so far as is reasonably practicable.

Health and safety management procedures will be adopted, and responsibilities appropriately assigned, to ensure the above commitments can be met. All Governors, staff and pupils will play their part in its implementation.

Name: _____ **Signature:** _____
(Chair of Governors)

Name: M. Dale-Emberton _____ **Signature:** _____
(Principal)

Date _____



ORGANISATION

1.0 INTRODUCTION

1.2 In order to achieve compliance with the Statement of Intent the Academy's management team will have additional responsibilities assigned to them as detailed in this part of the Policy.

An organisational chart for H&S Management is attached at Appendix 1.¹

2.0 THE GOVERNING BODY

2.1 The Governing Body is responsible for ensuring that:

- a) The health and safety policy statement is clearly written and it promotes a positive attitude towards safety in staff and pupils.
- b) The Premises (Premises) Manager and Senior Leadership Team members are aware of his/her health and safety responsibilities and has sufficient experience, knowledge and training to perform the tasks required.
- c) Clear procedures are created to assess any significant risks and ensure that safe working practices are adopted.
- d) Sufficient funds are set aside with which to operate safe working practices.
- e) Health and safety performance is monitored, failures in health & safety policy or implementation recognized, and policy and procedure revised as necessary.

3.0 The Principal

3.1 Reporting to the Governing Body, the Principal has the overall responsibility for ensuring that the Health and Safety Policy is effectively implemented and that proper resources are made available in order to achieve this. This responsibility is delegated on a day to day basis to the Senior Vice Principal

- a) He/she will plan ahead as necessary to make human, financial and other resources available to secure a high standard of health and safety management, taking competent advice on matters of health and safety where relevant.

¹ School to insert organisation chart



- b) He/she provides the final authority on matters concerning health and safety at work.
- c) The Premises (premises) Manager will work with the Senior Leadership Team to make decisions on health and safety issues based on a proper assessment of any risks to health and safety, and will ensure the control of those risks in an appropriate manner.
- d) The Principal delegates specific responsibility for the implementation and monitoring of the Health and Safety Policy to Premises Manager who will work in conjunction with the Senior Leadership Team. In his or her absence or appointment this is delegated to the Senior Vice Principal to update and implement policy and practice revisions with support from the Senior management and leadership team members.

4.0 Senior Management responsible for Health and Safety

4.1 The Premises Manager working in conjunction with the Academy's Health & Safety Consultants, Judicium and the Health & Safety Committee, will advise Senior Leadership Team on health and safety policy. The Premises Manager will support the Senior Leadership Team in implementing and monitoring the policy.

This will be achieved by ensuring that:

- a) This Policy is clearly communicated to all relevant persons.
- b) Appropriate information on significant risks is given to visitors and contractors
- c) Appropriate consultation arrangements are in place for staff and their safety representatives.
- d) All staff are provided with adequate information, instruction and training on health and safety issues.
- e) Additional responsibilities for health, safety and welfare are allocated to specific individuals and they are informed of their responsibilities and have sufficient experience, knowledge and training to undertake them.
- f) Risk assessments of the premises and working practices are undertaken.
- g) Safe systems of work are in place as identified from risk assessments.
- h) Emergency procedures are in place.



- i) Machinery and equipment is inspected and tested to ensure it remains in a safe condition.
- j) Records are kept of all relevant health and safety activities e.g. assessments, inspections, accidents, etc.
- k) Arrangements are in place to inspect the premises and monitor performance.
- l) Accidents are investigated and any remedial actions required are taken or requested.
- m) The activities of contractors are adequately monitored and controlled.
- n) A report to the Governing Body on the health and safety performance of the school is completed termly.

5.0 TEACHING/NON-TEACHING STAFF HOLDING POSTS/POSITIONS OF SPECIAL RESPONSIBILITY

5.1 This includes the Senior Leadership, Senior Management Team, Principal Registrar, Pastoral Leaders, Heads of Departments, School Office manager, Head of Care, and Premises Manager, Premises manager, all teaching staff on responsibility allowances including SEN allowances, and level 4 and above learning support staff. They must:

- a) Apply the school's Health and Safety Policy to their own department or area of work and be directly responsible to the Senior Vice Principal/Deputy Head for the application of the health and safety procedures and arrangements.
- b) Develop policies and procedures which identify the key risks in their areas of responsibility and the organisation and arrangements for managing those risks.
- c) Carry out regular health and safety risk assessments of the activities for which they are responsible and submit reports to the Premises Manager who will consolidate these assessments for consideration by Senior Leadership Team members.
- d) Ensure that all staff under their management are familiar with the health and safety procedures for their area of work.
- e) Resolve health, safety and welfare problems that members of staff refer to them, and refer to the Premises Manager, Senior Vice Principal/Deputy Head and Director of Finance and Resources any problems to which they cannot achieve a satisfactory solution within the resources available to them.



- f) Carry out regular inspections of their areas of responsibility to ensure that equipment, furniture and activities are safe and record these inspections where required.
- g) Ensure, so far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and pupils to avoid hazards and contribute positively to their own health and safety.
- h) Ensure all accidents are investigated and reported appropriately.
- i) Contribute as requested to the annual report for the Resources Committee.

6.0 SPECIAL OBLIGATIONS OF teachers, instructors & support assistants

Teaching, instructors and support staff are expected to:

- a) Exercise effective supervision of their pupils and to know the procedures in respect of fire, first aid and other emergencies, and to carry them out.
- b) Follow the health and safety procedures applicable to their area of work.
- c) Give clear oral and written health and safety instructions and warnings to staff and students as often as necessary and manage through approved training approaches such as Approach and Positive Behaviour Management Strategies as appropriate.
- d) Ensure the use of personal protective equipment and guards where necessary to protect selves and others including arm guards and follow the dress code.
- e) Make recommendations to their Senior Vice Principal/Deputy Head or Curriculum Leader on health and safety equipment and on additions or necessary improvements to plant, tools, equipment or machinery.
- f) Integrate all relevant aspects of safety into the teaching process and, where necessary, give special lessons on health and safety in line with



National Curriculum requirements for safety education.

- h) Ensure that personal items of equipment (electrical or mechanical) or proprietary substances are not brought into the school without prior authorisation.
- i) Regularly (daily) pre- check their classrooms for potential hazards and report any observed to the Premises manager immediately and follow up concerns or management of hazards to reduce risks.
- j) Report all accidents, defects and dangerous occurrences using approved and instructed systems.

7.0 OBLIGATIONS OF THE KITCHEN MANAGER

The Kitchen Manager is responsible for the safe operation of the catering Premises and must:

- a) Be familiar with the school Health and Safety Policy.
- b) Prepare risk assessments for all catering activities.
- c) Ensure that all kitchen staff are instructed and informed to work in accordance with these documents.
- d) Inform the Premises Manager of any potential hazards or defects.
- e) Be familiar with the current Food Safety legislation and the implications so far as the school is concerned.

School staff must not use the catering Premises and equipment without the prior agreement of the Premises Manager or a Senior Leader and Kitchen Manager.

8.0 HEALTH AND SAFETY COMMITTEE

The Academy's Health & Safety Committee provides a forum for joint employer/employee discussions of health & safety matters. This committee will meet once per term as a minimum. All employees are encouraged to bring health & safety concerns to this Committee either directly or through their safety representative

- 8.1** The Committee will review all health, safety and security matters, including a review of policy at least annually.



8.2 The Committee will advise the Senior Leadership Team and Resources Committee of any current issues in respect of Health, Safety and Security.

8.3 The Health and Safety Committee will comprise Director of Finance and Resources (chair) the Vice Principal, Deputy/Assistant Head, Premises Manager, Head of Care, Teacher/Instructor and Safeguarding governor and member of support staff (nominated and appointed by this committee). Other external partners may be invited to attend this Committee at its own discretion.

9.0 OBLIGATIONS OF ALL EMPLOYEES

9.1 All employees must:

- a) Act in the course of their employment with due care for the health, safety and welfare of themselves, other employees and other persons.
- b) Observe all instructions on health and safety issued by the Governing Body, Academy or any other person delegated to be responsible for a relevant aspect of health and safety.
- c) Act in accordance with any specific Health and Safety training received.
- d) Report all accidents and near misses in accordance with current procedures and using 'Myconcern' and 'behaviour watch' software to safeguard staff and students. Accident books must be completed.
- e) Know and apply emergency procedures in respect of fire, first aid and other emergencies.
- f) Co-operate with other persons to enable them to carry out their health and safety responsibilities.
- g) Inform their Line Manager and/or Senior management team of all potential hazards to health and safety, in particular those which are of a serious or imminent danger immediately and close off areas accordingly.
- h) Inform their Line Manager of any shortcomings they identify in the Academy's health and safety arrangements.
- i) Exercise good standards of housekeeping and cleanliness. Report all concerns. Follow Universal hygiene guidance and advice.
- j) Co-operate with the any appointed Safety Representative(s) and the Enforcement Officers of the Health and Safety Executive.



- k) When authorising work to be undertaken or authorising the purchase of equipment, ensure that the health and safety implications of such work or purchases are considered.

10.0 OBLIGATIONS OF CONTRACTORS

- 10.1** When the premises are used for purposes not under the direction of the Senior Vice Principal/Deputy Head e.g. the provision of school meals, then, ***subject to the explicit agreement of the Governing Body***, the principal person in charge of the activities will have responsibility for safe practices in the areas under their control.
- 10.2** All contractors who work on the premises are required to identify and control any risk arising from their activities and inform the Premises Manager of any risks that may affect the school staff, pupils and visitors.
- 10.3** All contractors must be aware of the Academy health and safety policy and emergency procedures and comply with these at all times.
- 10.4** In instances where the contractor creates hazardous conditions and refuses to eliminate them or to take necessary action to make them safe, the Premises Manager will take such actions as are necessary to protect the safety of school staff, pupils and visitors.

11.0 Students

11.1 Students, in accordance with their cognitive age, special educational needs and aptitude, are expected to:

- a) Exercise personal responsibility for the health and safety of themselves and others.
- b) Observe standards of dress consistent with safety and/or hygiene.
- c) Observe all the health and safety rules of the school and in particular the instructions of staff given in an emergency.
- d) Use and not wilfully misuse, neglect or interfere with things provided for their health and safety.



PROCEDURES AND ARRANGEMENTS

Introduction

The following procedures and arrangements have been established within our school to eliminate or reduce health and safety risks to an acceptable level and to comply with minimum legal requirements:

The list provides a brief summary of all the key health and safety arrangements applicable to the school. More detailed policies and written procedures for a number of these areas are available in the Health and Safety Management File.

Accident and Incident Reporting

All staff are required to ensure that all accidents are reported to the Senior Vice Principal/Deputy Head (or designated responsible person) who will ensure that the accident is investigated and reported to the Governing Body and the Health and Safety Executive as appropriate.

All incidents or near misses – i.e. something which has the potential to cause harm although it doesn't do so on this occasion – must also be reported so they can be investigated and appropriate steps taken to prevent a more serious reoccurrence.

Asbestos -

The Premises Manager is responsible for ensuring that the school Asbestos Log is read and signed by all contractors prior to starting any work on the premises.

Staff must not affix anything to walls, ceilings etc. without first obtaining approval from the Premises Manager.

Staff must report any damage to asbestos materials immediately to the Principal.

Where damage to asbestos material has occurred the area must be evacuated and secured. The Premises manager will immediately notify: the Chair of the Governing Body by telephone and email.

Contractors

The Premises Manager is responsible for the selection and management of contractors in accordance with the school policy.

Curriculum Safety (*including out of school learning activities*)

All curriculum leaders are responsible for ensuring that risk assessments are in place for curriculum activities where there is a potential risk to staff and pupils.

The risk assessments must be made known to all teaching and support staff and reviewed regularly.

Guidance from CLEAPSS, BAALPE and other lead bodies should be adopted as appropriate.



Display Screen Equipment

The Premises Manager is responsible for ensuring that DSE assessments are completed for administrative staff and teaching staff who regularly use laptops or desktop PCs.

Regular laptop users will be provided with docking stations.

Staff are reminded that laptops should not be used on laps, chair arms and other unsuitable surfaces.

Educational Visits and Journeys

The Senior Vice Principal/Deputy Head and the Education Visits Co-ordinator are responsible for ensuring that all school trips are managed in accordance with the school policy for Educational trips which all teachers must be familiar with.

Electrical Safety

The Premises Manager is responsible for ensuring that the hard wiring system is inspected every five years by a competent person and any identified remedial work is undertaken without delay.

The Premises Manager will also ensure that all portable electrical equipment is tested in accordance with the timescales recommended by the Health & Safety Executive.

All staff must be familiar with school procedures and report any problems to the Premises Manager. Staff are reminded that they must not bring electrical equipment into school without the permission of the Senior Vice Principal/Deputy Head.

Fire Precautions and Emergency Procedures

Premises Manager is responsible for ensuring:

- a) That a Fire Risk Assessment is completed and reviewed annually.
- b) That the school emergency plan and evacuation procedures are regularly reviewed.
- c) The provision of fire awareness training to all staff.
- d) That an emergency fire drill is undertaken every half term.
- e) The preparation of specific evacuation arrangements for staff and/or pupils with special needs.

The Premises Manager is responsible for:

- a) The formal maintenance and regular testing of the fire alarm and



emergency lighting.

- b) The maintenance and inspection of the fire fighting equipment.
- c) The maintenance of exit/escape routes and signage.
- d) Supervision of contractors undertaking hot work.

All staff must be familiar with the school Fire safety risk assessment, the school emergency plan and evacuation procedures.

First Aid

The names of the school's qualified First Aiders are displayed on the notice board in the staff room.

First Aid supplies are kept in classes and it is the responsibility of First Aid trainers and FAW qualified staff. to ensure that stocks of supplies are kept up to date.

All staff must be familiar with the school arrangements for First Aid.

Hazardous Substances

The Premises Manager is responsible for ensuring that all cleaning and maintenance products that may be hazardous to health are assessed before being used.

The substances must be stored securely in accordance with the manufacturer's instructions and only used by authorised persons trained in the safe use of the product.

All staff are reminded that no hazardous substances should be used without the permission of the Premises Manager who will complete an assessment for any authorised products.

Products with low toxicity routinely used in the classrooms must be stored securely and only used by staff or older pupils under supervision.

Substances used in D&T and science are assessed and used in accordance with the generic assessments and guidance provided by CLEAPSS.

Inclusion

Charlton Park Academy complies with policy for Inclusion and all teaching and support staff should be familiar with this policy and supporting guidance.

The Senior Vice Principal/Deputy Head are responsible for ensuring that there are adequate Premises and support staff to ensure the health, safety and welfare of any pupil with SEN.

All teaching and support staff must be given any information about a pupil's needs and receive such training as is necessary for them to be able to support the pupil's learning, social and personal needs.



The SENCO and curriculum leaders must ensure that all risk assessments for curriculum activities are adapted as necessary to ensure the safety of any pupil with SEN. No pupil should be excluded from an activity on the grounds of health and safety unless this is absolutely unavoidable.

Where it is considered essential to exclude a pupil from all or part of an activity this exclusion must be authorised by the Senior Vice Principal/Deputy Head.

Lettings/shared use of premises/use of Premises outside School Hours

The Director of Finance and Resources is responsible for ensuring that any use of the premises outside school hours is managed in accordance with the school health and safety policy and lettings policy.

The Premises Manager is responsible for managing the arrangements for lettings, e.g. staffing requirements, first aid provision, fire and emergency arrangements, and any restriction on use of Premises and equipment.

Lone Working

Lone workers can be defined as anyone who works by themselves without close or direct supervision.

Premises and cleaning staff may be regular lone workers but teachers and other staff may also work in isolated classrooms/offices after normal school hours or during holiday times.

Any member of staff working after hours must notify the Premises Manager of their location and intended time of departure.

Lone workers should not undertake any activities which present a significant risk of injury.

Managing Medicines & Drugs

No pupil is allowed to take medication on the school site without a letter of consent from his/her parent/carer.

Staff must notify the Senior Vice Principal/Deputy Head if they believe a pupil to be carrying any unauthorised medicines/drugs.

The school policy for First Aid and Medicines provides detailed guidance and all staff should be familiar with this policy.

Maintenance and Inspection of Equipment

The detailed arrangements for the maintenance and inspection of equipment are described in the site maintenance procedures under the control of the Premises Manager.

Where Heads of Department hold budgets for maintenance they must ensure that a schedule of planned preventative maintenance of all equipment is in place



and record all maintenance and repair

All faulty equipment must be taken out of use and reported to the Premises Manager. Staff must not attempt to repair equipment themselves.

Manual Handling and Lifting

The Premises Manager will ensure that any significant manual handling tasks are risk assessed and these tasks eliminated where possible.

No member of staff should attempt to lift or move any heavy furniture or equipment themselves but must ask the Premises Manager for assistance.

Pupils are not allowed to move or lift any heavy or unwieldy furniture or equipment.

Support staff who assist pupils with physical disabilities must be regularly trained in the safe use of lifting equipment, and moving and handling techniques.

PE Equipment

The Premises manager with Senior Vice Principal is responsible for ensuring that all PE equipment is suitable and safe for the activities planned and the age and abilities of the pupils.

Risk assessments must be completed for all PE activities and all staff must be familiar with these.

Wall bars, ropes, beams, vaulting horses, benches and mats are formally inspected annually by a competent contractor.

All PE equipment must be visually checked before lessons and returned to the designated store area after use.

Pupils must not use the PE equipment unless supervised.

Any faulty equipment must be taken out of use and reported to the Head of Dept.

Personal Protective Equipment (PPE)

Where the need for PPE has been identified in Risk Assessments, it is the Premises Manager's responsibility to ensure adequate supplies of suitable PPE.

Where a need for PPE has been identified it must be worn by any staff member or pupil who might be at risk of injury or harm to health.

Any staff member or pupil who refuses to use the PPE will be subject to disciplinary action.



PPE must be kept clean and stored in designated areas. Staff must report any lost or damaged PPE to the Premises Manager.

Risk Assessments

It is the Senior Vice Principal/Deputy Head's responsibility to ensure that potential hazards are identified and that risk assessments are completed for all significant risks in the school.

The Senior Leadership Team are responsible for undertaking general risk assessments with the exception of the areas listed below.

Heads of Dept will undertake risk assessments for their specialist areas.

The Premises Manager will undertake risk assessments for maintenance and cleaning.

The EVC will ensure that risk assessments are completed by all staff who organise and lead school visits.

Security/Violence

The Premises Manager is responsible for the security of the school site and will undertake regular checks of the boundary walls /fences, entrance points, outbuildings and external lighting.

The Premises Manager is also responsible for the security of the site during after school use and lettings.

The numbers on security pads will be changed at regular intervals and these changes notified to all staff. Staff are reminded that these numbers should not be divulged to any pupil or parent.

Staff must query any visitor on the school premises who is not wearing a visitor badge and escort them back to reception.

If an intruder becomes aggressive staff should seek assistance.

Meetings with parents known to be verbally abusive or threatening in their behaviour should only be held in the reception area of the school where assistance is available. The Senior Vice Principal/Deputy Head should be notified in advance of these meetings where possible.

Any incidents of verbal abuse or threatening behaviour by parents, visitors or pupils must be reported immediately to the Senior Vice Principal/Deputy Head.

Site Maintenance

The Premises Manager is responsible for ensuring the safe maintenance of the school premises and grounds and for ensuring cleaning standards are maintained.



He will undertake routine inspections of the site and report any hazards that cannot be dealt with immediately to the Senior Leadership Team.

All staff are responsible for reporting any damage or unsafe condition to the Premises Manager immediately. His job book is kept in the office and office staff will contact him by mobile if the matter is urgent.

Smoking

It is illegal to smoke anywhere on the school premises.

Staff Training & Development

The Premises Manager in conjunction with the Senior Leadership Team and Health and Safety Committee is responsible for annually assessing the health and safety training needs of all staff and for arranging any identified training.

All new staff will receive specific information and training as part of the school induction process.

All staff will receive fire awareness training on an annual basis.

Staff given specific health and safety responsibilities and duties will be provided with the necessary levels of information, instruction and training to enable them to carry out these duties.

Health and safety will be a regular agenda item for staff meetings and on the September INSET day in each new school year.

Stress

The school governors and Senior Leadership Team are responsible for taking steps to reduce the risk of stress in the school by taking measures to ensure colleagues are supported through:

- An environment in which there is good communication, support, trust and mutual respect.
- Training to enable them to carry out their jobs competently.
- Control to plan their own work and seek advice as required.
- Involvement in any major changes.
- Clearly defined roles and responsibilities.
- Consideration of domestic or personal difficulties.
- Individual support, mentoring and referral to outside agencies where appropriate.

Swimming

Each venue is visited by the leader and individually risk assessed with advice from the operators. A plan of the pool area, emergency alarms and fire exits will be prepared and issued to relevant teachers with the facility Normal Operating Procedures.

Deep and shallow ends are clearly marked and ideally divided by a rope



wherever possible. Lifesaving devices are located around the poolside. All teachers and pupils are made aware of facility Emergency Evacuation Procedures. This is refreshed following any change in teachers or pupils.

Visitors

All visitors must sign in and out at the school reception desk. This includes parents and peripatetic teachers/specialists. A badge will be issued which must be worn at all times in school.

Visitors to the school will be made aware of the emergency procedures and other safety information as is relevant. Visitors to the school will be made aware of the emergency procedures and other safety information as is relevant.

Contractors undertaking maintenance work on the school will be informed of the emergency procedures and any risks in their work area e.g. asbestos, fragile roofs.

Working at Height

The Premises Manager is responsible for the purchase and maintenance of all ladders in the school.

All ladders conform to BS/EN standards as appropriate.

The Premises (premises) Manager is also responsible for completing risk assessments for all working at height tasks in the school.

Staff are reminded that 'working at height' applies to all activities which cannot be undertaken whilst standing on the floor.

If you need to hang decorations or displays then a step stool or small step ladder must be used. Standing on desks, chairs or other furniture is **not** permitted.

Do not work at height when you are alone. If you are planning to use a step ladder ask the Premises Manager to help you erect it properly and have an assistant to hold the ladder steady and pass you the materials you need.

Your knees should be no higher than the top platform of the ladder.

Never overreach. Try always to keep one hand free on the ladder to steady yourself.



Appendix 1 – Organisational Chart

Academy admin to attach organizational chart to end of policy.

Appendix 2 – Supporting Policies and Procedures

Supporting Policies and Procedures in Health and Safety Management Folder and on Intranet

1. Educational Visits and Journeys
2. First Aid & Medicines
3. Managing Contractors
4. Safeguarding Policy (Child Protection)
5. Any relevant Curriculum Specific Policies
6. Behaviour
7. Code of Conduct
6. Fire risk assessment and procedures



HEALTH AND SAFETY POLICY

Member of Staff Acknowledgement

I have read the school health and safety Policy and agree to follow the procedures outlined in the policy.

Employees Name: _____

Employees Signature: _____

Date of Signature: _____

Date: September 2021
Review Date: September 2022