



STOCKPORT
METROPOLITAN BOROUGH COUNCIL

SERVICES TO PEOPLE

HEALTH & SAFETY POLICY

FOR



Cheadle Heath Primary School

Next Review: Due Autumn 2018
Last reviewed November 2017

**THIS POLICY IS TO BE USED IN CONJUNCTION WITH THE
HEALTH AND SAFETY INSPECTIONS GUIDANCE NOTES
AND APPENDICES.**

This template has been designed to complement and enhance existing Local Authority procedures and guidance in respect to health & safety. It does not supersede any specific health & safety policy.

Although the template has been produced with Educational Settings in mind, it serves as a generic template for a health & safety policy and should be adapted to meet your individual school's needs.

As a user of the health & safety policy you must familiarise yourself with the whole document upon receipt of it and raise any queries immediately with the Head Teacher.

STATEMENT OF INTENT

The school's Governing Board and Senior Management Team recognise and accept their responsibilities for health and safety both under civil and criminal law and also under the Services to People's directorate scheme of delegation for local management of schools.

As responsible employers and/or persons in control of premises, the requirement to provide, so far as is reasonably practicable, a safe and healthy working environment for all employees, visitors and pupils is acknowledged.

In doing so, the school will expect all staff, parents, pupils and visitors to abide by the requirements of this policy.

In compliance with the Health and Safety at Work etc. Act 1974, this schools Governing Board will ensure so far as is reasonably practicable that:

- The premises are maintained in a safe condition.
- Safe access to and egress from the premises is sustained.
- All plant and equipment is safe to use.
- Appropriate safe systems of work exist and are adhered to.
- Sufficient information, instruction, training and supervision are available and provided.

The Governing Body will ensure through the Senior Management Team that adequate resources are set aside from the total budget allocation for the policy statement to be properly implemented.

Consultation with employee representatives will be held as and when appropriate on all matters affecting the health and/or safety of employees concerned.

This policy statement together with the organisational structure and the following arrangements and procedures will be reviewed annually.

Name: Miss Christine Meekley

Name:

Signature:

Signature:

Date:

Date:

Head Teacher

Chair of Governors

1.0 ORGANISATION AND RESPONSIBILITIES

School level duties and responsibilities have been assigned to staff and governors as detailed below.

Responsibilities of the Governing Board

The Governing Board are responsible for health and safety matters at a local level including but not restricted to:

- Ensuring adherence to the local authority health and safety policy, procedures and standards.
- Formulating a health and safety statement detailing the responsibilities for ensuring health and safety within the establishment.
- Reviewing the establishment's health and safety policy annually and implementing new arrangements where necessary.
- Monitoring, reviewing and evaluating the school's health and safety performance.
- Providing appropriate resources within the establishment's budget to meet statutory requirements and the local authority health and safety policy, procedures and standards.
- Receiving from the Head Teacher or other nominated member of staff reports on health and safety matters and reporting to (the local authority, or other Board as necessary), any hazards which the establishment is unable to rectify from its own budget.
- Seeking specialist advice on health and safety which the establishment may not feel competent to deal with.
- Promoting a positive health and safety culture and high standards of health and safety within the establishment via the nomination of a named health and safety governor.
- Ensuring that when awarding contracts health and safety is included in specifications and contract conditions and takes account of local authority policy and procedures.

NOMINATED GOVERNOR: Jonathan Birch

Responsibilities of the Head Teacher

Overall responsibility for the day to day management of health and safety in accordance with the Local Authority's health and safety policy and procedures rests with the Head Teacher.

As manager of the establishment and of all the activities carried on within it, the Head will advise Governors of the areas of health and safety concern which may need to be addressed by the allocation of funds.

The Head Teacher has responsibility for:

- Co-operating with the Local Authority and Governing Board to enable health and safety policy and procedures to be implemented and complied with.
- Ensuring effective health and safety management arrangements are in place for carrying out regular inspections and risk assessments, implementing actions and submitting inspection reports to the Governing Board and Local Authority where necessary.
- Communicating the policy and other appropriate health and safety information to all relevant people including contractors.
- Carrying out health and safety investigations.
- Ensuring all staff are competent to carry out their roles and are provided with adequate information, instruction and training.
- Ensuring consultation arrangements are in place for staff and their trade union representatives (where appointed) and recognising the right of trade unions in the workplace to require a health and safety committee to be set up.
- Reporting to the Local Authority any hazards which cannot be rectified within the establishment's budget.
- Ensuring that the premises, plant and equipment are maintained in a serviceable condition.
- Monitoring purchasing and contracting procedures to ensure compliance with local authority policy.

HEAD TEACHER Miss Christine Meekley

The Head Teacher may choose to delegate certain tasks to other members of staff. It is clearly understood by everyone concerned that the delegation of certain duties will not relieve the Head Teacher from the overall day to day responsibilities for health and safety within the establishment.

The task of overseeing health and safety on the site has been delegated by the Head to:

ROLE - School Business Manager

NAME Fiona Haskayne

ROLE - Caretaker

NAME Joe Henderson

Responsibilities of other Teaching Staff/Non-Teaching Staff holding posts of special responsibility

- Apply the school's health and safety policy to their own department or area of work and be directly responsible to the Head Teacher for the application of the health and safety procedures and arrangements.
- Maintain or have access to an up to date library of relevant published health and safety guidance from sources including CLEAPSS, AfPE etc., and ensure that all subordinate staff are aware of and make use of such guidance.
- Ensure regular health and safety risk assessments are undertaken for the activities for which they are responsible and that control measures are implemented.
- Ensure that appropriate safe working procedures are brought to the attention of all staff under their control.
- Resolve health, safety and welfare problems members of staff refer to them, and inform the Head/individual with delegated authority of any problems to which they cannot achieve a satisfactory solution within the resources available to them.
- Carry out regular inspections of their areas of responsibility to ensure that equipment, furniture and activities are safe and record these inspections where required.
- Ensure, as 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.
- Ensure that all accidents (including near misses) occurring within their department are promptly reported and investigated using the appropriate forms etc.
- Arrange for the repair, replacement or removal of any item of furniture or equipment which has been identified as unsafe.

Responsibilities of Employees

Under the Health and Safety at work etc. Act 1974 all employees have general health and safety responsibilities. Staff must be aware that they are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions.

All employees have responsibility to:

- Take reasonable care for the health and safety of themselves and others in undertaking their work.
- Comply with the school's health and safety policy and procedures at all times.
- Report all accidents and incidents in line with the reporting procedure.
- Co-operate with school management on all matters relating to health and safety.
- Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health, safety and welfare.
- Report all defects in condition of premises or equipment and any health and safety concerns immediately to their Line Manager.
- Report immediately to their Line Manager any shortcomings in the arrangements for health and safety.
- Ensure that they only use equipment or machinery that they are competent/have been trained to use.
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons.

2.0 POLICY REVIEW

The Head Teacher/individual with delegated responsibility for health and safety will undertake the necessary arrangements for procedures to be examined and workplaces to be inspected to ensure that precautions remain suitable and sufficient by conducting a whole school Annual Risk Assessment and Safety Review. Feedback from this process will be referred to the Governing Board.

Governors are required to take steps to ensure that they are kept informed of Stockport Metropolitan Borough Council's advice and guidance on health and safety matters.

It is recommended that health and safety is a regular, termly item on the agenda of either a full meeting of the Governing/senior management Board or an appropriate sub-committee of governors (e.g. premises, resources etc.).

Establishments will need to review and amend where necessary their health and safety policy. It is recommended that a review be carried out annually.

Once completed the policy should be communicated to all staff (teaching and support staff) and be linked to the induction of all new staff.

3.0 SCHOOL HEALTH & SAFETY COMMITTEES

SCHOOL GOVERNANCE ARRANGEMENTS

Within the overall governance arrangements in schools Governing Boards have a health and safety governor with one of the Governing Board Committees having an oversight of on-going health and safety issues which are then reported in their minutes to the full Governing Board once per term.

Any inspections, audits or incidents, policy or practice changes should also be reported and signed off by the Chair of Governors and Head Teacher as an evidential audit trail which can be used by the school if any incident should occur.

4.0 ARRANGEMENTS

The following list of arrangements covers the key elements of a Health and Safety policy.

- Appendix 1 - Accident Reporting Procedures**
- Appendix 2 - Air Conditioning Equipment**
- Appendix 3 - Asbestos**
- Appendix 4 - Catering Equipment and Catering Ventilation**
- Appendix 5 - Contractors**
- Appendix 6 - Display Screen Equipment**
- Appendix 7 - Drainage**
- Appendix 8 - Electrical Installations**
- Appendix 9 - Fire Evacuation and other Emergency Arrangements**
- Appendix 10 - Fire Prevention, Testing of Equipment**
- Appendix 11 - First Aid and Medication**
- Appendix 12 - Control of Hazardous to Health Regulations**
- Appendix 13 - Gas Installations**
- Appendix 14 - Gates and Barriers**
- Appendix 15 - Health and Safety Information and Training**
- Appendix 16 - Health and Safety Monitoring and Inspections**
- Appendix 17 - Heating and Ventilation Systems**
- Appendix 18 - Insurance Inspections (Thorough Examinations)**
- Appendix 19 - Legionella**
- Appendix 20 - Lettings/Shared Use of Premises**
- Appendix 21 - Lifting and Handling**
- Appendix 22 - Lightning Conductors**
- Appendix 23 - Lone Working**
- Appendix 24 - Offsite Visits**
- Appendix 25 - Playground Equipment**
- Appendix 26 - Premises Work Equipment**
- Appendix 27 - Risk Assessments**

- Appendix 28 - Stage Equipment**
- Appendix 29 - Stress at Work**
- Appendix 30 - Tree Surveys**
- Appendix 31 - Vehicles**
- Appendix 32 - Work Experience**
- Appendix 33 - Working at Height**

5.0 APPENDICES

APPENDIX 1

ACCIDENT REPORTING PROCEDURES

In accordance with the Local Authorities accident/incident reporting procedure employees must report accidents, violent incidents, dangerous occurrences, and near misses on the relevant forms.

Copies of these forms are available electronically via Office on Line

- A local accident book located outside the School Office is used to record all minor incidents to pupils; any more significant incidents must also be reported to the Local Authority.
- School accident reports will be monitored for trends and a report made to the Governors, as necessary.
- The Head Teacher, 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.

Reporting to the Health and Safety Executive (HSE)

Incidents involving a fatality or major injury will be reported immediately to the Authority's Occupational Safety and Health Team on 0161 474 3056 and the Health and Safety Executive (HSE) on 0845 300 9923 or on-line at <http://www.hse.gov.uk/riddor/>.

Incidents resulting in the following must be reported to the HSE within 15 days of the incident occurring.

- A pupil or other non-employee being taken to hospital and the accident arising as the result of a curriculum activity, the condition of the premises/equipment, lack of supervision etc.
- Employee absence, as the result of a work related accident, for periods of 7 days or more (including W/E's and holidays).

Any incident notified to the HSE must also be reported to the Occupational Safety and Health Team.

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| <p>AIR CONDITIONING EQUIPMENT</p> |
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Air conditioning equipment in most circumstances will comprise of relatively small package units, unless a particular school has a requirement for a major cooling load, in a situation like this a central refrigeration plant may be needed.

In the case of individual units, service and maintenance should be carried out as per manufacturer's instructions, but is usually 6 monthly and annually.

The maintenance will check all their component parts such as filters, compressors, condensers, evaporators, chillers, and refrigerant leakage etc.

Therefore, the system as a whole should be maintained on an annual or biannual basis in accordance with the Standard Maintenance Specification HVCA SFG 20, and manufacturer's recommendations.

As of the 4th of January 2011, all air conditioning systems over 12 kW combined cooling capacity requires an ACI (Air Conditioning Inspection). New systems over 12 kW installed after January 2008 must be inspected within 5 years of being put into service.

A service report should be left on site following each visit retained in the Health & Safety file

An air conditioning contract is in place with our property management company Carillion PLC and the system tested annually by them.

Any defects on the system will be reported immediately to our Property Management Company Stockport Homes via Repair 1st 0161 217 6016 or email schools@stockporthomes.org

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| ASBESTOS |
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The Authority's guidance on Managing Asbestos in Schools and other Educational Establishment's will be followed.

The asbestos register is held in the school office and will be made available to all staff and visiting contractors prior to **any** work commencing on the fabric of the building or fixed equipment.

The Establishment's Asbestos Authorising Officers are Headteacher, School Business Manager and Caretaker and refresher training is undertaken.

The authorising officers shall ensure:

- The asbestos log is maintained and that any changes are recorded and notified to the Authority.
- **All** work on the fabric of the building or fixed equipment is entered in the permission to work log and signed by those undertaking the work.
- An annual visual inspection of asbestos containing materials on site is conducted and recorded in the asbestos log.

Please note that even drilling a hole or pushing a drawing pin into asbestos containing materials may result in the release of fibres into the air. **Under no circumstances must staff drill or affix anything to walls without first obtaining approval from an Asbestos Authorising Officer.**

Any damage to materials known or suspected to contain asbestos should be reported to either Headteacher or School Business Manager who will contact the Authority for guidance.

Any contractor who is suspected to be carrying out unauthorised work on the fabric of the building should be reported to Headteacher or School Business Manager.

CATERING EQUIPMENT and CATERING VENTILATION

Gas catering equipment must be inspected annually and is regulated by the Gas Safety (installations and Use) Regulation 1998.

Catering Extraction systems are also regulated by The Gas Safety (Installation and Use) Regulation 1998.

The annual servicing to a school's kitchen extraction system should be inspected and tested by a competent engineer and will include where appropriate, CO₂ and CO emission testing.

Testing is required to be in accordance also with HSE Catering Information Sheet 23 (rev1).

The service should also include the cleaning of the filters, fans and canopies in accordance with HVCA Ventilation Hygiene Guide to Good Practice.

Contractors employed in this work must be Gas Safe Certified.

A service report should be left on site following each visit and retained in the health & safety file.

A catering equipment and ventilation contract is in place with Property Management Company – CARILLION via Property Action Line 0161 217 6999 or email propertyhelpdesk@Carillion.plc.com. and inspections are arranged annually by them.

Any defects will be reported immediately to the Property Management Company – CARILLION via Property Action Line 0161 217 6999 or email propertyhelpdesk@Carillion.plc.com

CONTRACTORS

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

All contractors must report to School Office where they will be asked to sign the visitors book and wear an identification badge. Contractors will be issued with guidance on fire procedures, local management arrangements and vehicle movement restrictions.

School Business Manager and Caretaker are responsible for monitoring areas where the contractor's work may directly affect staff and pupils and for keeping records of all contractor work.

School Managed Projects

Where the school undertakes projects direct the Governing Board would be considered the 'client' and therefore have additional statutory obligations.

These are managed by Property Management Company – Carillion PIC via Property Action Line 0161 217 6999 or email propertyhelpdesk@Carillion.plc.com who will ensure that landlords consent has been obtained and, where applicable, all statutory approvals, such as planning permission and building regulations have been sought. This would include whether CDM¹ regulations will apply.

Our Property Management Company – Carillion PLC will undertake appropriate competency checks prior to engaging a contractor to ensure health and safety regulations are adhered to.

Contractors will be asked to provide risk assessments and method statements specific to the site and works to be undertaken. The school, contractor(s) and any subcontractor(s) involved will agree the risk assessment and safe systems of work to be used prior to works commencing on site. It is recommended that the Contractors Site Manager has CRB clearance.

¹ CDM refers to the Construction (Design and Management) Regulations 2015 and apply to any building, demolition, maintenance or refurbishment work.

For all projects, commercial clients must make suitable arrangements for managing their project. These arrangements, include appointing the contractors and designers to the project (including the key roles of Principal Designer and Principle Contractor on projects involving more than one contractor), while making sure they have the skills, knowledge, experience and organizational capability.

In such instances it is recommended that an agent be used to work on the schools behalf.

DISPLAY SCREEN EQUIPMENT (DSE)

All staff who habitually use computers as a significant part of their normal work (significant is taken to be continuous/near continuous spells of an hour at a time) e.g. admin staff, bursars etc. shall have a DSE assessment carried out by their Line Manager.

Those staff identified as DSE users shall be entitled to an eyesight test for DSE use every 2 years by a qualified optician (and corrective glasses if required specifically for DSE use).

Advice on the use of DSE is available via Office Online.

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| <p>DRAINAGE</p> |
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Drainage system inspection and maintenance should be carried out annually, using a planned preventative maintenance service which should be tailored to schools individual needs.

Contractors should be suitably qualified and comply with:
NRSWA 1991
Confined Space Regulations

Planned maintenance will avoid the inconvenience and embarrassment of blockages, unpleasant odours or health hazards through clearing of drains, sewers and associated pipework.

All components of the system should be inspected and jetted including gulley's, pits and chambers.

A simple schematic drawing of the system should be provided with details of any issues and recommendations, if required, simple further investigation can be achieved via CCTV monitoring and follow up reporting.

A service report should be left on site following each visit retained in the health & safety file.

Any defects will be reported immediately to our Property Management Company – Carillion PLC via Property Action Line 0161 217 6999 or email propertyhelpdesk@Carillion.plc.com

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| <p>ELECTRICAL INSTALLATIONS</p> |
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The IEE Wiring Regulations 17th Edition and the BS 7671-2008 Code of Practice recommends that the fixed electrical installation of a school is inspected on a five-yearly cycle.

The depth and complexity of the testing at a school will depend upon the age and condition of the installation.

Electrical test and inspection of the fixed wiring and fixed appliances must be undertaken by qualified and competent engineers.

This should include a full Fixed Wiring Inspection Report which will highlight and prioritise any remedial works required to the electrical system.

The engineers report should explain the priority of the remedial work and the classification given to the remedial work.

The contractor undertaking this inspection and testing must be fully approved and a member of NICEIC (National Inspection Council for the Electrical Contracting Industry).

A fixed wiring inspection report should be left on site following each visit and retained in the health and safety file

A fixed electrical installation contract is our Property Management Company – Carillion PLC and inspections undertaken on a five-yearly cycle by them.

Any defects will be reported immediately to our Property Management Company Stockport Homes via 1st Repairs 0161 217 6016 or email schools@stockporthomes.org

FIRE EVACUATION AND OTHER EMERGENCY ARRANGEMENTS

The Head Teacher is responsible for ensuring the fire risk assessment is undertaken and implemented following Local Authority guidance. The fire risk assessment is located in Fire Log Book and reviewed on an annual basis.

Fire Instructions

These documents are made available to all staff and included in the establishment's induction process.

An outline of evacuation procedures are made available to all contractors/visitors and are posted throughout the site.

Emergency exits, fire alarm call points, assembly points etc. are clearly identified by safety signs and notices.

EMERGENCY PROCEDURES

Fire and Evacuation

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.

Emergency contact and key holder details are maintained by Headteacher and updated following any changes.

Personal Emergency Evacuation Forms (PEEP'S) are completed to assist in the evacuation of a person with a disability and are maintained by School Business Manager and updated following any changes.

Fire Drills

- Fire drills will be undertaken termly and a record kept in the fire log book.

Fire Fighting

- 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.

- Ensure the alarm is raised BEFORE attempting to tackle a fire.

Details of service isolation points

Gas – Boiler room situated on the left hand side as enter.

Water – Boiler room on the right hand side as enter.

Electricity – Switch room.

- **Details of chemicals and flammable substances on site.** An inventory of these will be kept by Caretaker/School Business Manager as appropriate, for consultation.

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| <p>FIRE PREVENTION, TESTING OF EQUIPMENT</p> |
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TESTING OF THE FIRE ALARM SYSTEM

Fire alarm call points will be tested weekly in rotation by Caretaker and a record kept in the fire log book. This test will occur on a weekly basis.

Any defects on the system will be reported immediately to the alarm contractor/electrical engineer

A fire alarm maintenance contract is in place with SK Solutions and the system tested quarterly by them.

INSPECTION OF FIRE FIGHTING EQUIPMENT

Our property management company – Carillion PLC arrange a contractor to undertake an annual maintenance service of all fire fighting equipment.

Caretakers completes weekly checks that all fire fighting equipment is available for use and operational and for any evidence of tampering.

Defective equipment or extinguishers that need recharging should be taken out of service and reported direct to Our Property Management Company – Carillion PLC via Property Action Line 0161 217 6999 or email propertyhelpdesk@Carillion.plc.com

EMERGENCY LIGHTING SYSTEMS

These systems will be checked for operation monthly in house by Caretaker and **6 monthly** checks arranged via our property management company – Carillion PLC

Test records are located in the site’s fire log book.

MEANS OF ESCAPE

Our Caretaker completes daily checks for any obstructions on exit routes and ensures all final exit doors are operational and available for use.

FIRST AID AND MEDICATION

FIRST AID BOXES ARE LOCATED AT THE FOLLOWING POINTS:

In cupboard located outside of the school Office and in the Foundation stage

Carole Williams is responsible for regularly checking that the contents of first aid boxes are complete and replenished as necessary. A check should be made at least termly.

The following staff are available to provide first aid:-

TRAINED TO FIRST AID AT WORK LEVEL (18 hours):

TRAINED TO EMERGENCY AID LEVEL (6 hours):

TRAINED TO EYFS STANDARD (PAEDIATRIC FIRST AID, 12 hours):

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|-------------------|------------------------|
| Kate Beynon | (Expires 22 Sept 2018) |
| Alyson Carney | (Expires 22 Sept 2018) |
| Joanne Wade | (Expires 22 Sept 2018) |
| Alison Brooks | (Expires 22 Sept 2018) |
| Angela Clare | (Expires 22 Sept 2018) |
| Tina Steele | (Expires 22 Sept 2018) |
| Carly Selby | (Expires 20 Feb 2019) |
| Lucy Mitchell | (Expires 7 Nov 2019) |
| Carole Williams | (Expires 7 Nov 2019) |
| Nichelle Toombs | (Expires 7 Nov 2019) |
| Christine Meekley | (Expires 28 Apr 2020) |
| Edna Kennedy | (Expires 28 Apr 2020) |

The Head Teacher will ensure that first aiders have a current certificate and that new persons are trained should first aiders leave.

The Trip Leader will ensure a first aid boxes are available on all trips.

Transport to hospital: If the first aider or Head Teacher considers it necessary, the injured person will be sent directly to hospital (normally by ambulance). Parents and/or guardians will also be informed. No casualty should be allowed to

travel to hospital unaccompanied and an accompanying adult will be designated in situations where the parents and/or guardians cannot be contacted.

The school will follow the procedure for completion of incident/accident records in accordance with Local Authority guidance.

Stepping Hill Hospital A & E – 0161 419 4108

School Nurse: 0161 426 5719 or 07740458002

NHS Direct: 111 or 0845 4647

Administration of Medicines

All medication will be administered to pupils in accordance with the Authority's Managing Medicines in Schools and Early Years Settings guidance.

The only medication kept and administered within school are those prescribed specifically for a pupil at the request of the parent/guardian and with the consent of the Head Teacher.

Records of administration will be recorded in the Medicines in school file.

No member of staff should administer any medicines unless a request form has been completed by the parent/guardian.

All medications kept in school are securely stored in School Office locked Tin or fridge in main staff room depending on storage instructions with access strictly controlled.

Where children need to have access to emergency medication i.e. asthma inhalers, epi-pen etc., it will be kept in the classroom of each child, and clearly labelled.

Health Care Plans

Health care plans are in place for those pupils with complex medical needs e.g. chronic or on-going medical conditions (e.g. diabetes, epilepsy, anaphylaxis etc.).

These plans are reviewed annually by Headteacher and written precautions/procedures made available to staff.

Staff undergoes specific training related to health conditions of pupils and administration of medicines (e.g. diabetes, epilepsy, anaphylaxis etc.) by a health professional as appropriate.

Training records are kept in personnel file.

Control of Hazardous to Health Regulations (CoSHH)

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*** (the COSHH Regulations).

Within curriculum areas (in particular Science and Design Technology) then Heads of Department are responsible for COSHH and ensuring that an up to date inventory and model risk assessments contained in the relevant national publications (CLEAPSS, Association for Science Education's "Topics in Safety" etc.) are in place.

In all other areas the establishments nominated person(s) responsible for substances hazardous to health is the Caretaker.

They shall ensure:

- An inventory of all hazardous substances used on site is compiled and regularly reviewed.
- Material safety data sheets are obtained from the relevant supplier for all such materials.
- Risk assessments are conducted for the use of hazardous substances (where generic risk assessments are available e.g. for products purchased these are adapted to suit specific use of material on site).
- All chemicals are appropriately and securely stored out of the reach of children.
- All chemicals are kept in their original packaging and labelled (no decanting into unmarked containers).
- Suitable personal protective equipment (PPE) has been identified and is available for use.

PPE is to be provided free of charge where the need is identified as part of the risk assessment.

GAS INSTALLATIONS

Gas Leak Detection Systems

Gas leak detection is the process of identifying potentially hazardous gas leaks by means of various sensors. These sensors usually employ an audible alarm to alert people when a dangerous gas has been detected.

Gas installations and servicing/maintenance should only be undertaken by GAS SAFETY registered competent persons. The Gas Safety Scheme, overseen by the HSE, replaced the CORGI Register on the 1st April 2009. The Gas Safety (Installation and Use) Regulations 1998 outline the legislative requirements in relation to gas safety.

Gas Soundness Test

In accordance with BS EN 15001-2:2008 and EN 15001-2:2008 (E) The frequency of Gas Soundness Inspections shall be based on an estimate of criticality (potential degradation), and in conformity with National regulations. An inspection should be carried out at least every five years.

A schools first scheduled inspection should be carried out within 12 months of commissioning and should be conducted by a competent Gas Safe registered person.

Following the inspection a report including recommendations should be provided to the school and needs to be kept for at least five years in health & safety file

A gas inspection contract is arranged via our Property Management Company – Carillion PLC and undertaken every 5 years by them.

Any defects will be reported immediately to Property Management Company – Carillion PLC via Property Action Line 0161 217 6999 or email propertyhelpdesk@Carillion.plc.com.

GATES AND BARRIERS

Fatal accidents have occurred within the Greater Manchester region and in Stockport, and SMBC recommends that all schools have their gates, barriers and fencing inspected by a suitably qualified, competent and insured engineer.

Inspection of a schools gates, barriers and fencing should be carried out on an annual basis.

If any dangerous gates or fences are found then prohibition notices will be issued accordingly.

Following the inspection a report including findings, recommendations and photographs as required should be provided to the school and retained in the health & safety file.

A gate and barrier inspection contract is arranged via Property Management Company and undertaken annually by them.

Any defects will be reported immediately to Property Management Company – Stockport Homes via 1st Repairs 0161 217 6016 or email schools@stockporthomes.org

HEALTH AND SAFETY INFORMATION & TRAINING

Consultation

The Resources sub committee meets termly to discuss health, safety and welfare issues affecting staff, pupils or visitors. Action points from meetings are brought forward for review by school management.

Communication of Information

Detailed information on how to comply with the Authority's health and safety policy is available on Office Online.

The Health and Safety Law poster is displayed in the staff room.

The Occupational Safety and Health Team, Tel: 0161 474 3056 provide competent health and safety advice for Community, Special and Voluntary Controlled schools.

Health and Safety Training

Health and safety induction training will be provided and documented for all new employees by Headteacher.

The Head Teacher is responsible for ensuring that all staff are provided with adequate information, instruction and training and identifying the health and safety training needs of staff.

All employees will be provided with:

- Induction training in the requirements of this policy;
- Update training in response to any significant change;
- Training in specific skills needed for certain activities, (e.g. use of hazardous substances, work at height etc.);
- Refresher training where required.

Training records are held by Headteacher who is responsible for co-ordinating health and safety training needs and for including details in the training and development plan. This includes a system for ensuring that refresher training (for example in first aid) is undertaken within the prescribed time limits.

The Head Teacher will be responsible for assessing the effectiveness of training received.

Each member of staff is also responsible for drawing to the Head Teacher's/Line Manager's attention their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence.

HEALTH AND SAFETY MONITORING AND INSPECTIONS

A general inspection of the site will be conducted termly and be undertaken/co-ordinated by Headteacher/ School Business Manager/ Caretaker.

The person(s) undertaking such inspections will complete a report in writing and submit this to the Head Teacher. Responsibility for following up items detailed in the safety inspection report will rest with School Business Manager/ Caretaker.

A named governor will be involved/undertake an audit/inspection on an annual basis and report back to both the relevant sub-committee and full Governing Board meetings. This governor through monitoring will also cover management systems in addition to inspecting the premises.

Advice and a sample health & safety audit checklist can be found on Office Online.

Inspections will be conducted jointly with the establishment's health and safety representative(s) if possible.

HEATING AND VENTILATION SYSTEMS

Heating Boilers (Gas)

In line with the Gas Safety (in use) Regulations 1998, gas heating boilers and water heaters have to be serviced, tested and maintained annually.

This service will include:

- Cleaning of the boiler heating surfaces
- Servicing of the gas burner
- Gas tightness testing of local gas pipework to the boiler
- Combustion and efficiency testing of the boiler

Following the service a report including combustion efficiency details and a gas safe certificate must be issued, together with any recommendations and retained in the health & safety file.

A gas inspection contract is arranged via our property management company Carillion PLC and undertaken annually by them.

Any defects will be reported immediately to our Property Management Company

–
Stockport Homes via 1st Repairs 0161 217 6016 or email
schools@stockporthomes.org

Heating Control Systems

Heating controls will vary from complex integrated systems such as Building Management Systems (BMS) to standard time switch controls.

Heating control systems should be inspected and maintained annually to ensure full efficiency and optimum fuel use of the installation.

Building Management Systems (BMS) are complex integrated systems involving outstations and central units whose operation relies on computer interactive management. An annual maintenance service regime by a competent engineer will include checking and calibrating all sensors, valve response checks to ensure the system is operating effectively, and a report on any issues or recommendations to improve the efficiency of the system.

Following the inspection a report including recommendations should be provided to the school and retained in the health & safety file.

A heating control inspection contract is in place with our property management company and undertaken annually by them.

Any defects will be reported immediately to our Property Management Company Stockport Homes via 1st Repairs 0161 217 6016 or email schools@stockporthomes.org

Ventilation Systems

Ventilation systems can range from simple extract fan systems to fully heated recirculation systems. Systems should be serviced and maintained 6 monthly and annually depending on the system type and complexity.

The checks on the basic components include:

Cleaning and servicing of the following:

- Grilles
- Fans
- Heating coils
- Duct work

Also

- Calibration and testing of controls
- Air flow monitoring if changes have occurred

Following the inspection a report including recommendations should be provided to the school and retained in the health & safety file.

A ventilation system inspection contract is in place with our property management company and undertaken annually by them.

Any defects will be reported immediately to our Property Management Company – CARILLION via Property Action Line 0161 217 6999 or email propertyactionline.stockport@Carillion.co.uk.

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| <p>INSURANCE INSPECTIONS (THOROUGH EXAMINATIONS)</p> |
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Certain items of equipment will be subject to an inspection by competent persons known as thorough examinations, for example for insurance issues i.e. Lifts, Pressure Vessels (autoclaves), and Kilns etc.

The Authority usually arranges for these inspections and schools will be provided with a report which will detail any defects or observations to action.

Thorough Examinations can only be carried out by Competent Persons.

Schools should employ competent contractors to carry out service and maintenance of such items.

Reports should then be passed to a competent contractor to either action the report issues or provide quotations accordingly.

Reports are kept in Health & Safety file.

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| <p>LEGIONELLA</p> |
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The school complies with Local Authority advice on the potential risks from legionella.

The Duty Holder is Murray Carr (SMBC)

The Responsible Person is Alan Dooley (Carillion PLC)

Both persons have been suitably trained for the positions being held.

A water risk assessment of the school has been completed by IWS and Caretaker is responsible for ensuring that operational controls are being conducted and recorded in the water log book.

Caretaker will be responsible for undertaking basic operational controls in lieu of a water risk assessment being conducted by IWS.

This will include:

- Identifying and flushing rarely used outlets on a weekly basis and after school holiday periods.
- Conducting necessary water temperature checks (monthly).
- Disinfecting/descaling showers or other areas where water droplets are formed (quarterly).

LETTINGS/SHARED USE OF PREMISES

Lettings are managed by School Business Manager following Local Authority guidance.

LIFTING AND HANDLING

Generic risk assessments for regular manual handling operations are undertaken and staff are provided with information on safe moving and handling techniques.

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.

All manual handling activities which present a significant risk to the health and safety of staff will be reported to 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.

Paediatric Moving and Handling

All staff who move and handle pupils have received appropriate training (both in general moving and handling people techniques and specific training on any lifting equipment, hoists, slings etc. they are required to use).

All moving and handling of pupils has been risk assessed and recorded by a competent member of staff.

Equipment for moving and handling people is subject to inspection on a 6 monthly basis by a competent contractor.

Following the inspection a report including recommendations should be provided to the school in health & safety file.

An equipment inspection contract is in place and with organised by Childrens Therapy Services and undertaken annually by them.

Any defects will be reported immediately to Lowri Jones at Childrens Therapy Services 0161 204 4153 or 07594083245 or email lowri.jones2@nhs.net

LIGHTNING CONDUCTORS

In line with the Code of Practice, BS EN62305-3 Protection Against Lightning, lightning conductor systems should have an annual Electrical Resistance Test and Visual Inspection of all conductor tapes, connections and joints to check the integrity of the protection system using a member of The Association of Technical Lightning and Access Specialists (ATLAS).

A full report should be provided on completion of the inspection and will include all readings, condition of components and any defects/non conformities or repairs required and retained in the health & safety file.

A lightning conductor system inspection contract is arranged via our Property Management Company Carillion PLC and undertaken annually by them.

Any defects will be reported immediately to Property Management Company – Stockport Homes via 1st Repairs 0161 217 6016 or email schools@stockporthomes.org

LONE WORKING

Staff are encouraged not to work alone in school. Work carried out unaccompanied or without immediate access to assistance should be risk assessed to determine if the activity is necessary.

Work involving potentially significant risks (for example work at height) **should not** be undertaken whilst working alone.

Where lone working cannot be avoided staff should:

- Obtain the Head Teacher's/Senior Member of staff's permission and notify him/her on each occasion when lone working will occur.
- Ensure they do not put themselves or others at risk. Refer to Local Authority guidance.
- Ensure they have means to summon help in an emergency e.g. access to a telephone or mobile telephone etc.
- When working off site (e.g. when visiting homes) notify a colleague of their whereabouts and the estimated time of return. Staff undertaking home visits to obtain as much background information as possible about the child/family being visited.
- Key holders attending empty premises where there has been an incident or suspected crime should do so with a colleague if possible. They should not enter the premises unless they are sure it is safe to do so.
- Report any incidents or situations where they may have felt uncomfortable.

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| <p>OFFSITE VISITS</p> |
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All offsite visits and journeys will be planned following guidance contained in the Local Authority guidance manual.

The Authority's Co-ordinator of Off-Site Visits must be notified of all level 3 and 4 visits. In general such visits/journeys involve hazardous and/or adventurous activities, on a daily basis, to remote or demanding geographical areas or residential visits. Forms can be downloaded from Office Online and an 'Off-site Visits Approval Form' should be submitted to the Co-ordinator of Off-site Visits.

Each establishment should designate a member of staff as the Educational Visits Co-ordinator (EVC). The EVC will advise in the planning and management of all off-site visits. The EVC will support visit leaders, the Head Teacher and governors by ensuring that the Local Authority's guidelines for leading off-site visits are followed.

The member of staff planning the trip will submit all relevant paperwork and risk assessments relating to the trip to the school's EVC Headteacher who will check the documentation and planning of the trip and if acceptable will approve the visit or referring to the Local Authority if level 3 or 4 visits.

PLAYGROUND EQUIPMENT

It is recommended that playground equipment is inspected on an annual basis by a competent engineer.

Following the inspection a report including recommendations should be provided to the school retained in the health & safety file.

An equipment inspection contract is arranged via Sports Safe UK and undertaken annually by them.

Any defects will be reported immediately to our Sports Safe UK on 01206 795265 or email dashwell@sportsafeuk.com

PREMISES AND WORK EQUIPMENT

Statutory Inspections

Work Equipment is broadly defined as any equipment used by an employee at work. The school has a duty to ensure that arrangements are in place to comply with the Provision and Use of Work Equipment regulations (PUWER)

The School shall do all that is reasonably practicable to ensure that work equipment owned and used on School premises is suitable for the intended use, safe for use, maintained in a safe condition and used only by people who have received adequate information, instruction and training.

All work equipment used by the School shall be maintained in an efficient state, in efficient working order and in good repair.

The School shall provide suitable storage facilities for all work equipment. Appropriate signage should be displayed to highlight hazards to staff and students.

When deciding what equipment to purchase, the School shall ensure that the equipment is fit for purpose and where applicable conforms to relevant British or EU standards.

When purchasing major items, managers shall seek advice from the Local Authority regarding need for access, floor loading, power and water supplies, alterations, maintenance etc.”

Regular inspection and testing of school equipment is conducted by appropriate contractors according to recommended timescales. Records of such monitoring will be kept in/by health & safety file.

School Business Manager is responsible for identifying all plant and equipment in an equipment register and ensuring that any training or instruction needs, personal protective equipment requirements are identified and relevant risk assessments conducted.

Equipment restricted to those users who are authorised/have received specific training .

All staff are required to report to the relevant property management company 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.

Curriculum Areas

Teachers are responsible for ensuring maintenance requirements for equipment in their areas are identified and implemented.

Electrical Safety

All staff should monitor the condition of plugs, cables and electrical equipment and conduct a quick visual inspection prior to use.

All portable items of electrical equipment will be subject to PAT (portable appliance testing) annually,

Personal items of equipment (electrical or mechanical) should not be brought into the school without prior authorisation and be subjected to the same tests as school equipment.

Major fixed wiring circuits will be checked at least once every five years.

External Play Equipment

The external play equipment will only be used when supervised, equipment will be checked daily before use for any apparent defects, and Caretaker will conduct a formal termly inspection of the equipment. PE and Play equipment is subject to an annual inspection arranged via SportsafeUK

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| <p>RISK ASSESSMENTS</p> |
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General Risk Assessments

The school risk assessments (for all activities, teaching and non teaching, premises and one off activities) will be co-ordinated by School Business Manager following Local Authority guidance and are approved by the Head Teacher.

These risk assessments are available for all staff to view and are held centrally electronically on the school server except the school visits which are retained in the school Office.

Risk assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest. Staff are made aware of any changes to risk assessments relating to their work.

Individual Risk Assessments

Specific risk assessments relating to individuals, e.g. staff member or young person/pupil are held on that person's file and will be undertaken by relevant line manager.

It is the responsibility of staff to inform their Line Manager of any medical condition (including pregnancy) which may impact upon their work. Such risk assessments will be reviewed on a regular basis.

Curriculum Activities

Risk assessments for curriculum activities will be carried out by Headteacher using the relevant codes of practice and model risk assessments developed by national bodies.

Whenever a new course is adopted or developed all activities are checked against the model risk assessments and significant findings incorporated into texts in daily use [scheme of work] / [lesson plan] / [syllabus] etc.

All Local Authority schools have a subscription to CLEAPSS and in science and DT their publications can be used as sources of model risk assessment.

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| <p>STAGE EQUIPMENT</p> |
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The inspection and testing of stage lighting equipment is subject to 'Safe Work of Equipment Regulations 1998'.

An annual test is required to test and inspect the electrical and mechanical aspects of equipment used in school productions.

In the event of any items being identified as unsafe, these will be taken out of service immediately and the school informed.

A full report should be provided to the school with test results, system condition and repairs required and retained in the health & safety file.

A stage equipment inspection contract is arranged via our Property Management company Carillion PLC and undertaken annually by them.

Any defects will be reported immediately to our Property Management Company – Stockport Homes via 1st Repairs 0161 217 6016 or email schools@stockporthomes.org

STRESS AT WORK

Stress at Work

The Governing Body is committed to protecting the health, safety and welfare of the school's employees.

The school values all of its employees and the contribution each of them makes to its overall success. It strives to create and maintain a working environment in which communication, support and mutual respect are the norms.

The school is committed to improving and safeguarding the health, safety and welfare of its employees and in that regard, recognises the importance of identifying and reducing workplace stressors.

The School is committed to preventing stress at work and to help and support staff at all levels, to manage stress both in themselves and in those they manage.

At Cheadle Heath Primary School we use the following as preventative measures:

- Access to confidential Counseling Service
- Regular meetings and Appraisal reviews
- Consideration of workload management for staff
- Stress risk assessments
- The opportunity to meet with line managers to discuss work issues

The following supportive measures can be utilised when employees are absence from work

- Access to Occupational Health Services
- Access to confidential Counseling Service
- Stress risk assessment
- Regular review and support meetings as part of the Sickness Absence policy

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| <p>TREE SURVEYS</p> |
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It is recommended that surveys of trees on school land should be carried out every 2 years by a specialist contractor.

Tree work is usually identified in Priorities 1, 2 and 3. Priority 1 being the most urgent work and should be carried out within the next 3 months or at the earliest opportunity

Ideally priority 2 work should be carried out at the same time however by definition this work is not as urgent as the priority 1 work and could be left for twelve months when it can be reviewed on the next inspection as could all priority 3 works

All work is carried out to B.S.3998 Recommendations for tree work.

Both method statements and risk assessments should be made available.

All waste should be carried and disposed of under a waste transfer note as covered in the Environmental Protection Act 1990.

A full report should be provided with the location and condition of all trees on and retained in the health & safety file.

A tree inspection contract is arranged via our property management company Carillion PLC and undertaken bi-annually by them.

Any defects will be reported immediately to our Property Management Company – Carillion PLC via Property Action Line 0161 217 6999 or email propertyhelpdesk@Carillion.plc.com or existing gardeners if competent to carry out

VEHICLES ON SITE

Vehicular access to the school is restricted to school staff and visitors only and not for general use by parents/guardians when bringing children to school or collecting them.

The access from the road shall be kept clear for emergency vehicles.

The vehicle access gate must not normally be used for pedestrian access. If an event is being held outside of normal school activities for which this is the sole access, then all due care must be taken to ensure the safety of those passing through this entrance.

WORK EXPERIENCE

The school has a separate work experience policy which is regularly reviewed and updated. Headteacher is responsible for managing and co-ordinating work related learning within the school following Local Authority guidance and in accordance with the Quality Standard for Work Experience.

The school retains a duty of care for all students undertaking work experience and must ensure the placement is appropriate, therefore:

- All students are briefed before taking part in work experience on supervision arrangements and health and safety responsibilities.
- All placements (including private placements) are subject to pre-placement checks. No work experience placement will go ahead if deemed unsuitable.
- Pre-placement health and safety assessments must be carried out by competent people² and supporting documentation completed.
- Where work placements form part of the vocational qualification offered by a FE college then the college is responsible for ensuring equivalent placement checks are conducted.
- Every student will receive a placement job description highlighting tasks to be undertaken and any necessary health and safety information which is passed onto the parent/guardian.
- Arrangements will be in place to visit/monitor students during the placement.
- Emergency contact arrangements are in place (including out of school hours provision) in order that a member of school staff can be contacted should an incident occur.
- All incidents involving students on work placement activities will be reported to the placement organiser at the earliest possible opportunity.

² In order to be deemed competent an individual should hold a suitable nationally accredited/recognised qualification(s). E.g. IOSH (The Institute of Occupational Safety and Health) Managing Safely qualification, Health and Safety for Work-placement Personnel course or HSS8 (Formerly ENTO Unit D) Review Health and Safety Procedures in Workplaces. In addition to having occupational competence, knowledge and understanding in relation to sector specific placements. Particularly in high risk placements such as construction, agriculture, equestrian etc.

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| <p>WORK AT HEIGHT</p> |
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Working at height can present a significant risk, 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 authorised to work at height.

When working at height (including accessing storage or putting up displays) appropriate stepladders or kick stools are to be used. Staff must not climb onto chairs etc.

The establishments' nominated person(s) responsible for work at height is the Caretaker.

The nominated person(s) shall ensure:

- All work at height is properly planned and organised;
- The use of access equipment is restricted to authorised users;
- All those involved in work at height are trained and competent to do so;
- The risks from working at height are assessed and appropriate equipment selected;
- A register of access equipment is recorded and all equipment is regularly inspected and maintained;
- Any risks from fragile surfaces are properly controlled.