



BROUGHTON

HIGH SCHOOL

Health and Safety Policy

<p>Reviewed and approved by Governors' Learning Environment Committee on: 21.1.19 To be reviewed (academic year): 2020-2021</p>

Incorporating the Local Health and Safety Arrangements for:

○ Name of School:	Broughton High School
○ School Number:	06 103
○ School Address:	Woodplumpton Lane, Broughton, Preston

Based on the requirements of the Health and Safety at Work Act 1974 and associated Health and Safety and other Legislation

As a Community and Voluntary Controlled School the LA is technically the employer although the Governing Body and Headteacher control and oversee the premises. The LA, the Governing Body and the Headteacher all have responsibilities for health and safety and must work in partnership to meet these.

The person with overall responsibility for health and safety compliance within the school, will, as far as is reasonable and practicable:

- provide adequate control of the health and safety risks arising from our work activities;
- provide and maintain safe plant and equipment:
- ensure all employees are competent to do their tasks and ensure the provision of adequate training:
- maintain safe and healthy working conditions; and
- consult with employees on matters affecting their health and safety;
- provide information, instruction and supervision for employees
- prevent accidents and cases of work-related ill health:
- ensure safe handling and use of substances
- review and revise this policy and arrangements as necessary at regular intervals

Signed:	Signed:
Headteacher's name: MR C MORRIS	Chair of Governors name: MRS J FAWBERT
Date: 21.1.19	Proposed Review date: 2020-21

Responsibilities

The overall and final responsibility for health and safety within the school is that of:	<i>(Name)</i> Mr Chris Morris (Headteacher)
The day-to-day responsibility for ensuring this policy is put into practice is delegated to (Health & Safety Co-ordinator):	<i>(Name)</i> Mrs Janet Englishby (Business Manager)
To ensure health and safety standards are maintained/improved, the following people have responsibility in their specific areas e.g. premises issues, fire safety and other emergencies, out-of-hours arrangements, educational visits	<i>(Names)</i> Mr A Brandwood (Technology) Miss R Taylor (Science) Mr R Marquis (P.E.) Ms D Smith (Art) Mr D Ross (Site Supervisor)
The Health & Safety Objectives* for improvement for the school as identified by accident/incident investigation, consultation, review of risk assessments, H&S management support and audit visits etc. or other sources e.g. DfCS, Teachernet, other schools. These will be tailored to meet the needs of the school by:	<i>(Name)</i> Mrs Janet Englishby Learning Environment Committee
<p>All employees within the school have a responsibility to:</p> <ol style="list-style-type: none"> 1. Co-operate with the Headteacher and his/her nominated representatives on all matters relating to health and safety; 2. Not interfere with anything provided to safeguard their health and safety; 3. Take reasonable care of their own health and safety, and not knowingly place anyone who may be affected by their work activities at risk; and 4. Report all health and safety concerns to an appropriate person (as detailed in this policy statement). 	

Health and Safety Risks Arising from Work Activities

The school will ensure that so far as is reasonably practicable, all areas of risk are assessed and adequate control measures are put in place to ensure the health and safety of all employees, students, contractors, non-employees and anyone else affected by the school's activities.

Risk assessments will be undertaken by:	<i>Mrs J Englishby (Business Manager)</i> <i>Miss E Cross (Pastoral Support Mentor)</i>
The significant findings of risk assessments will be reported to:	<i>Mrs J Englishby (Business Manager)</i>
Action required to remove/control risks will be approved by:	<i>Mrs J Englishby (Business Manager)</i>
The responsibility for ensuring the action required to reduce risks is implemented is that of:	<i>Mrs J Englishby (Business Manager)</i>
Checking that implemented actions have removed/reduced the risks is the responsibility of:	<i>Mrs J Englishby (Business Manager)</i> <i>Mr D Ross (Site Supervisor)</i>
Risk Assessments will be reviewed: annually or when an element of the work activity changes significantly, whichever is soonest. Work Experience Risk Assessments last for 3 years or as necessary.	<i>By:</i> <i>Mrs J Englishby (Business Manager)</i> <i>Mr D Ross (Site Supervisor)</i> <i>Miss E Cross (Pastoral Support Mentor)</i>

School's Commitment

To meet the requirements of this Policy Statement, the Headteacher/Chair of Governors and/or his/her nominated representative(s) will:

- a) draw up and implement appropriate health & safety procedures for the school;
- b) share appropriate elements of these procedures with all employees, visitors and anyone else who may be affected by them;
- c) arrange for risk assessments to be completed for all areas of work and review them on a regular basis;
- d) as part of the risk assessment process, produce safe systems of work where necessary and arrange for their implementation including any appropriate training, resourcing, auditing and monitoring; and,
- e) identify adequate resources for the implementation of the health and safety policy and arrangements with the school.

The school will upon request make available for general inspection specific, procedures and documentation and will regularly review its arrangements in respect of the applicable topics and activities below

Occupational Health & Safety Topic/Activity	Applicable (√)
Information and Guidance is available on the website, link below: Health, Safety & Wellbeing intranet site	
Accident Reporting, Recording and Investigation	√
Bodily Fluids (urine; blood; faeces; vomit)	√
Catering – School monitors LCCS arrangements	√
Cleaning/caretaking – School monitors cleaning	√
Control of contractors	√
Disability access – H&S implications	√
Display Screen Equipment and eye tests	√
Electrical Safety	√
Emergency Procedures other than Fire e.g. flood, services failure	√
Extended school and community use	√
Falling Objects/Safe storage	√
Fire Safety	√
First Aid	√
Gas safety	√
Hot surfaces, scalds and burns	√
Induction	√
Information communication	√
Lettings to non school groups	√
Management and other Health and Safety responsibilities	√
Manual Handling	√
Minibuses	√
Mobile phones – use of	√
Monitoring	√
Needles and needle stick injuries	√
Personal safety including lone working and violence and aggression	√
Play Equipment installations inspections	
Playgrounds and external areas	√

Ponds and Water features	√
Premises Management	√
Student moving and handling (Special needs)	√
Pregnant employees and nursing mothers	√
Reporting of H&S concerns/faults	√
Risk Assessment and hazard identification	√
Safety Committee	√
Safety Representatives	√
Security of premises	√
Shared use of buildings	√
Slips and trips	√
Stress	√
Substances – COSHH	√
Swimming pools	
Temporary and supply staff	√
Training	√
Transporting and storing chemicals	√
Vehicle and pedestrian traffic	√
Visitor and volunteers safety	√
Waste storage and disposal	√
Water hygiene (Legionella, lead etc.)	√
Work equipment and machinery	√
Working at height – ladders, access equipment etc.	√
Workplace Inspection	√

Curriculum and other non-occupational Health & Safety Topic/Activity (Information and Guidance available in various parts of the Schools Portal)	
Administration of medication	√
Educational Visits	√
Food safety and hygiene (Responsibility of LCCS)	√
Outdoor activities	√
PE Equipment	√
Student handling and restraint	√
Grounds maintenance	√
Student movement and flow	√
School transport (Responsibility of LA Transport/Safer Travel)	√
Science (where not covered by curriculum safety procedures set down in CLEAPS)	√
Smoking (The school is a non-smoking site)	√
Special needs of students Health & Safety issues	√
Stage and drama activities	√
Supervision of students	√
Technology rooms and equipment	√
Wearing of jewellery	√
Work experience	√

The school will also take into account the risks, and make health and safety arrangements, for non-routine, out of hours, 'one-off', seasonal or sporadic activities for example special school and community events such as school fetes, etc.

Also attention will be given to the health and safety responsibilities arising from the use of the school to provide Extended Services and the risks associated with Educational visits will be carefully assessed and appropriate health & safety arrangements put in place. Mrs Englishby is the school's E.V.C. Co-ordinator.

Note: Both these areas have separate intranet sites on the schools portal at [Extended Services](#) and [Educational visits](#).

Work Experience health and safety assessments are conducted by Miss E Cross who is qualified to carry out such assessments.

Safe plant and equipment

The school will ensure that all plant and equipment that requires maintenance is identified, that maintenance is carried out and that new or second-hand plant and equipment meets any required health and safety standards before it is purchased.

Mrs J Englishby (Business Manager) Mr D Ross (Site Supervisor)	Are responsible for identifying all equipment/plant needing maintenance
Mrs J Englishby (Business Manager)	Is responsible for ensuring effective maintenance procedures are drawn up
Mrs J Englishby (Business Manager) Mr D Ross (Site Supervisor)	Are responsible for ensuring that all identified maintenance is carried out
Any problems found with equipment should be reported to:	Mrs J Englishby (Business Manager) Mr D Ross / Mr A Pounds
Mrs J Englishby Mr D Ross	Will check that new equipment meets any required health and safety standards before it is purchased

Information, instruction and supervision

The Health and Safety Law poster is displayed at:	School Staff Room
Health and safety advice is available from:	<i>Name and contact details:</i> Mrs J Englishby (212 internal phone) LA 01772 537679
Induction, supervision of trainees/work placements etc, will be arranged/undertaken/monitored by:	<i>Name and contact details:</i> Mrs J Englishby
Health & Safety in shared premises (where applicable)	Mrs J Englishby – Business Manager will ensure that any employees working at locations under the control of other employers are provided with relevant information to ensure their health and safety.

Competency for tasks and training

The school has arrangements in place to ensure that all new employees are provided with appropriate health and safety induction training when they start work, this will cover basics such as first aid and fire safety. Specific on the job and job specific health and safety training will also be provided. Training provision will include regular refresher training. Write down your arrangement for training here including arrangements for record keeping.

Induction training will be provided for all employees by:	<i>Their subject department, with the Head of Department responsible. Overview of provision Mrs J Englishby.</i>
Job specific training will be provided by:	<i>Head of appropriate subject department.</i>
Specific jobs requiring special training are:	<i>This will be specific to subject departments and will be determined by the Head of Department.</i>
Training records are kept at/by:	<i>Heads of Subject Department Mrs J Williams (C.P.D.)</i>
Training will be identified, arranged and monitored by:	<i>Mrs J Williams (Assistant Headteacher with responsibility for C.P.D.)</i>

Accidents, first aid and work-related ill health

The school acknowledges the legal requirement to:

- Ensure that there is a recognised system in place to deal with the reporting, recording and investigation of incidents and accidents.
- Ensure that there is a recognised system in place for reporting work related injuries, diseases and dangerous occurrences under the RIDDOR Regulations.
- Provide appropriate first aid arrangements for employees and anyone attending the premises that may be affected by the school's activities.
- Provide health surveillance for any employees who may be risk of ill-health as a direct result of work activities, and has made appropriate arrangements to deal with this issue.

The first aid box(es) are available:	Reception, (2), Food Technology, Design Technology, Science Labs (7), Sports Hall
The first aider(s) and appointed person(s) is/are:	Mrs J Williams Mr S Bailey Ms E Cross Mrs H Hardman Ms K Klunder Mr R Marquis Mrs R Dumbell Ms K Meakin Mr M Lowe Mr J O'Connor Mr D Ross Ms R Wortley

	Mr J Wright Mrs V Newton Mrs A Boardman Ms B Burke Mrs J Hough Mrs J Higham Mr N Yasin
All accidents and cases of work-related ill health are to be reported to:	Mrs R Dumbell (Accidents) Mrs J Englishby
Health surveillance* is required for employees doing the following jobs within the school:	Pregnancy Use of display screen equipment Disabled staff COSHH activities Technician roles
Health surveillance will be arranged by:	HOD in specific area / Mrs J Englishby
Health surveillance/records will be kept by/at:	Head of Department in area Mrs J Englishby

* e.g. DSE user with a history of upper limb disorder, CDT technician working with wood with history of chest problems

Monitoring

The school acknowledges its requirement to monitor the health and safety of employees and anyone who may be affected by its work activities and has appropriate arrangements in place to fulfil this requirement.

<p>To check our working conditions, and ensure our safe working practices are being followed, we will:</p> <p>Conduct workplace inspections. These are carried out by:</p> <p>Review all risk assessments annually or in the event of any significant changes. This function is carried out by:</p>	Mrs J Englishby Mrs J Englishby Mrs J Englishby Learning Environment Committee
Mrs J Englishby	<p>Is responsible for investigating accidents - e.g. road traffic accidents, slips, trips and/or falls accidents etc. before requesting assistance from the corporate Health, Safety and Wellbeing Team if necessary, or involving staff or students on or off the school site within the context of police or other investigations</p>

	conducted by the appropriate authorities.
Mrs J Englishby	Is responsible for investigating work-related causes of sickness absences.
Mrs J Englishby	Is responsible for acting on investigation findings to prevent recurrences.

Emergency procedures - fire and evacuation

The school acknowledges its responsibility for ensuring that appropriate emergency procedures are in place and that these are communicated to all concerned, including other users of the premises, and monitored on a regular basis.

Responsibility for ensuring the fire risk assessment is undertaken and implemented rests with:	Mrs J Englishby Mr D Ross / Mr A Pounds
Escape routes are checked on a daily basis:	Mrs J Englishby / Mr D Ross
Fire extinguishers are maintained and checked every twelve months by:	Contract with Chubb Mrs J Englishby / Mr D Ross
Alarms are tested weekly by:	Mr D Ross / Mr A Pounds
The emergency evacuation procedure is tested:	Once per term
Responsibility for ensuring arrangements are in place to deal with other emergency situations e.g. bomb threat, flood etc.	Mrs J Englishby

Headteacher's Responsibilities and Duties as Premises Manager of their School

Introduction

All LCC occupied buildings must designate a person to be responsible for ensuring that all necessary premises management duties are carried out and records are kept for that building e.g. water hygiene management regimes; asbestos survey reports, associated plans, etc. In the case of schools within the County Council, the Director for Children and Young Persons has determined that the Premises Manager is the Headteacher. The Headteacher, as Premises Manager, may delegate duties to others but will still retain overall responsibility. The responsibility is delegated to Mrs J Englishby.

Responsibilities and Duties

It is the responsibility of the premises manager to ensure that arrangements are in place to manage all aspects of the school premises in compliance with the County Council's Premises Management Guidance and Record document and the Fire Safety Log Book including necessary inspection and maintenance regimes in relation to:

- Asbestos
- Management of Contractors including Client duties required by the Construction, Design and Management Regulations
- Electrical Safety
- Fire Safety
- Gas Installations
- Lifting Equipment
- Pressure Systems
- Security
- Water including the control of Legionella bacteria and lead in water
- Transport Safety
- Oil/Fuel Storage
- Local Exhaust Ventilation (LEV)
- Waste Management
- Workplace Inspections
- Winter Services Provisions (Gritting)
- Automatic Doors
- CDT Equipment
- Other premises issues as appropriate to the building

The Council's Property Group has arrangements in place for the inspection and maintenance in relation to many of the premises matters above. However, some schools do not subscribe to all or part of these arrangements. Where this is the case the Headteacher, as the Premises Manager, is responsible for making suitable arrangements with competent contractors which must be to at least to the same standard as those operated by Property Group.

Other responsibilities include:

- Ensuring that records are kept in relation to the above premises matters in the Premises Management Guidance and Record and the Fire Safety Log Book in compliance with County Council guidance and are made available to interested parties for their use including those using the premises out of school hours;
- Ensuring that appropriate documents in the Premises Management Guidance and Record are brought to the attention of any contractors etc working on site e.g. the Asbestos Survey Report;
- Ensuring that all staff are made aware of the arrangements for managing the above premises matters and the related records as held in the Premises Management Guidance and Record to the extent to which they may affect their work or responsibilities;
- Ensuring that communication and co-operation is established between all occupants if the school is shared with other users, regardless of who owns the building.

Competency of Premises Manager

In order to carry out their responsibilities and duties as Premises Manager, Headteachers or Senior Designated Officer are required to undertake Health & Safety Competency training in the following areas:-

- Mandatory H&S Competency 9 – Management of Contractors
- Mandatory H&S Competency 10 – Premises Issues
- Mandatory H&S Competency 10a - Fire Risk Assessment
- Mandatory H&S Competency 10b – Emergency Preparedness & Response
- Mandatory H&S Competency 10c – Control of Legionella and Water Hygiene
- Mandatory H&S Competency 10d – Management of Asbestos
- Mandatory H&S Competency 10e – Electricity at work
- Mandatory H&S Competency 10f – Lifting Equipment (where applicable)

Training is available in all the competencies via the [Health, Safety and Wellbeing Learning and Development Pages](#)

Competencies 10a – 10f may be undertaken by another person nominated to carry out the relevant duties by the Premises Manager but the responsibility to ensure those duties are undertaken stays with the Premises Manager.

Audit of Premises Management

The Premises Management Guidance and Record for the school will be subject to Internal Audit by the Health, Safety & Wellbeing (Systems & Audit) Team.