

St Nicolas' CE Combined School

Health & Safety Policy

St Nicolas' Church of England School Vision

Jesus said 'I am the vine and you are the branches'.

Our school is rooted in the Christian Faith. Nourished by God, we want to grow together drawing on His strength to live out our Christian values so that we can reach out to others in our community.

We are all unique and together with God we want to be the best that we can be. As we learn together in a supportive and nurturing school, we will thrive and be ready to face the challenges of life.

Members of staff responsible:

Headteacher
Academy Business Director

Date of policy: September 2025

Review date: September 2026

This policy is based on the Buckinghamshire C.C. model policy (May 2024) with minor adaptations to reflect the Academy Trust as employer rather than Buckinghamshire C.C.

PART 1: GOVERNING BODY STATEMENT OF INTENT

Effective health and safety management is integral to delivering our ambition for excellence in education and our performance as a school. We are committed to high standards of health, safety and wellbeing and will take all reasonable steps to meet our responsibilities under the Health and Safety at Work Act, the Management of Health and Safety at Work Regulations, other relevant health and safety legislation and the Regulatory Reform (Fire Safety) Order. Our overall objective is to provide and maintain a safe and healthy environment for our staff and pupils and others with whom we work.

We will achieve this by:

- Taking reasonable steps to make sure that the school is following the employer's policy and procedures e.g. through regular discussion at governance meetings.
- Promoting a sensible and proportionate approach to health and safety, making use of competent health and safety advice when required;
- Working in close partnership with the Headteacher and senior leadership team to support sensible health and safety management and to challenge as appropriate.
- Developing and maintaining a positive health and safety culture with an emphasis on continually improving our performance.
- Ensuring staff receive adequate information, instruction and training to enable them to carry out their responsibilities competently
- Ensuring that health and safety management is an integral part of decision making and organisational processes.
- Providing a safe and healthy working environment for our staff, pupils and others working in the school.
- Ensuring safe working methods are in place and providing safe equipment.
- Communicating and consulting with our staff and their trade union representatives.
- Complying with statutory requirements and where possible best practice.
- Investigating and learning the lessons from accidents, incidents, near misses and work related ill health incidents.
- Monitoring and reviewing systems and preventative measures to make sure they are suitable, sufficient and effective.
- Ensuring adequate resources are available to fulfil our health and safety responsibilities and objectives.
- Working with and monitoring our contractors to ensure consistent and comparable health and safety standards.

We recognise that overall responsibility for health and safety lies with all levels of management having direct responsibility for activities and staff under their control. However, all staff have a legal and moral responsibility to take reasonable care for the health and safety of themselves and for others who may be affected by their acts or omissions.

Name of Headteacher: Ms Rebecca Holmes

Signature:

A handwritten signature in black ink, appearing to read 'R Holmes'.

Date: 10 / 10 / 2025

Name of Chair of Governors: Mr Paul Tracey

Signature:

A handwritten signature in blue ink, appearing to read 'P Tracey'.

Date: 10 / 10 / 2025

Review date: 01/09/2026

PART 2: RESPONSIBILITIES AND ORGANISATION

1. INTRODUCTION

To comply with the Governing Body's Statement of Intent the following responsibilities have been assigned:

2. THE GOVERNING BODY

The Governing Body recognises its responsibilities for ensuring that suitable organisational arrangements are in place for the management and control of health and safety within the school and will endeavour to ensure that the local authority's policy is implemented with regard to its responsibility. In particular, we will ensure that:

- A written policy statement is created and communicated which promotes a positive attitude towards health and safety in staff and pupils.
- Responsibilities for health, safety and welfare are allocated to specific people and those people are informed of these responsibilities;
- A lead governor for health and safety is nominated.
- People have sufficient experience, knowledge and training to perform the tasks required of them.
- Clear procedures are created which assess the risk from hazards and produce safe systems of work.
- Health and safety performance is monitored and targets for improvement are set.
- Ensuring that the site and premises is maintained in a safe condition and that sufficient funding is allocated.
- Seeking specialist advice on health and safety which the establishment may not feel competent to deal with.
- The school's health and safety policy is reviewed regularly (at least once annually) and implementing new arrangements where necessary.

3. THE HEADTEACHER

Leadership of health and safety is about managing risk sensibly – not trying to eliminate it altogether. The Headteacher will provide visible leadership to the whole school so that staff feel motivated, supported and empowered to focus on the things that really matter.

The Headteacher is responsible for all staff and activities under their control and will ensure that the requirements of relevant safety policies and procedures are implemented and complied with. In particular, they will:

- Ensure that the school is following its Health and Safety Policy and has effective arrangements for managing the real health and safety risks at the school
- Be fully committed to the Governing Body's Statement of Intent, ensuring that a positive health and safety culture is demonstrated and promoted through their leadership
- Act as the "Responsible Person" under the Fire Safety Order within the School.

- Maintain effective communications with employers, governors, and the school workforce, and give clear information to pupils and visitors, including contractors, regarding the significant risks on site.
- Nominate themselves or a senior manager as the Health and Safety Co-ordinator.
- Undertake all relevant training appropriate to their role and ensure staff are given adequate information, instruction, training and supervision to carry out their duties, paying particular attention to new/inexperienced employees and trainees.
- Make sure that staff understand their responsibilities and know how to access support and advice to help them manage risks responsibly.
- Ensure that appropriate risk assessments are undertaken by competent persons and that suitable control measures are taken on a risk basis to manage the health and safety risks to staff and any other people who may be affected by the school's activities.
- Ensure that risk assessments are undertaken in relation to directly managed staff, for example, job based risk assessments, stress risk assessments, return to work risk assessments, personal emergency evacuation plans.
- Ensure safe systems of work and procedures are developed and are implemented.
- Ensure prompt action is taken to resolve any situations that may adversely affect the health and safety of staff or other people.
- Ensure that they seek timely assistance and advice where expert help is required from Health and Safety Consultancy team.
- Ensure that all plant and work equipment provided is: selected through a risk assessment process, suitable, properly maintained and subject to all necessary tests and examinations.
- Ensure that accidents and incidents (including near misses and violence and aggression) are reported to County and the HSE (where appropriate) and investigated and the findings acted upon without delay.
- Ensure there are meaningful, effective arrangements in place for consulting employees and their trade union representatives on health and safety matters that affect them.
- Ensure information that may assist safety representatives in their role is provided to them.
- Participate and make recommendations to the Governing Body in relation to external independent audits carried out by the Council or other bodies.
- Report to the Governing Body any health and safety issues which cannot be resolved
- Ensure the requirements of the Occupier's Liability Acts 1957/1984 are complied with to reduce risk to lawful and unlawful visitors.
- Monitor and review health and safety performance through:
 - termly health and safety inspections of work areas/practices;
 - setting health and safety targets and objectives through appraisals and other supervisory reviews;
 - reviewing incidents and accidents;
 - monitoring commissioned and contracted work for compliance;
 - ensuring that the management of health and safety considers the needs of anyone with a protected characteristic under the Equalities Act;

- ensuring audit action plans are implemented;
- reporting to the Governing Body at least annually on the school's health and safety performance

Note: In the absence of the Headteacher these responsibilities fall to his/her Deputy.

4. LEAD GOVERNOR FOR HEALTH AND SAFETY

The Lead Governor has the following responsibilities:

- To be fully and visibly committed to the Governing Body's Statement of Intent for health and safety
- To scrutinise and review health and safety performance
- To provide support and challenge to the Headteacher and the Governing Body in fulfilling their health and safety responsibilities
- To ensure in particular that risk assessments of the premises and working practices are carried out and documented
- To arrange a termly inspection of the school by either themselves or another Governor and to provide a report to the Governing Body

5. RESPONSIBILITIES OF THE SENIOR LEADERSHIP TEAM (SLT)

The SLT will support the Headteacher with the overall management of health and safety in the school. This will include:

- Providing leadership by ensuring health and safety is considered as part of every decision
- Considering the health and safety impact of any new initiatives;
- Informing the Headteacher of any health and safety issues that affect the school
- Agreeing strategic health and safety initiatives
- Monitoring the overall implementation of the schools' health and safety policy in their areas of control and agreeing the annual health and safety report

6. HEALTH AND SAFETY COORDINATOR – Academy Business Director (ABD)

The ABD takes the lead for health and safety on site. Their school wide roles include:

- management and monitoring of purchasing and contracting procedures to ensure risks are effectively managed
- advising contractors of site specific risks and overseeing their activities on site
- ensuring staff and visitors are aware of the on-site procedures and the precautions to follow
- accident and incident reporting
- implementation, monitoring and review of training procedures
- preparation of reports and returns for the school leadership team

The Health and Safety Coordinator is responsible for:

- Attending appropriate health and safety training courses including IOSH Managing Safely and Fire Risk Assessor Training to enable them to discharge their duties effectively

- Ensuring that a fire risk assessment is completed for the school and that it is implemented and reviewed at least annually
- Promoting health and safety matters throughout the school and assisting the Headteacher in the implementation of the County Council's and School's Health and Safety Procedures
- Ensuring the Fire Log, Asbestos Log and Legionella Log are kept up to date
- Ensuring that the Health and Safety Notice Board is kept up to date
- Ensuring the correct accident, incident and near miss reporting procedures are followed and that, where appropriate, accidents are investigated
- Arranging termly health and safety inspections and ensuring follow up action is completed and records kept available for audits
- Ensuring appropriate procedures for school visits is followed
- Participating in any Health and Safety Audits arranged by the County Council
- Providing health and safety induction training for all staff
- Providing basic fire awareness training for all staff during their induction. Refer to the training notes in Bucks Councils Fire Policy 3.3.
- Keeping an up to date record of staff health and safety training
- Ensuring that all statutory inspections are completed and records kept
- Making provision for the inspection and maintenance of work equipment
- Ensuring that emergency drills and procedures are carried out regularly and monitored for effectiveness and that records are kept
- Monitoring contractors on site and ensuring they consult the Asbestos Log before starting work
- Coordinating and manage the annual risk assessment process for the school
- Coordinating performance monitoring processes
- Managing records of all health and safety activities including management of building fabric and building services in liaison with County and other contractors
- Advising the Headteacher of situations or activities which are potentially hazardous to the health and safety of staff, pupils and visitors
- Ensuring that staff are adequately instructed in safety and welfare matters about their specific workplace and the school generally

7. CLASS TEACHERS

Class teachers are expected to:

- Exercise effective supervision of their pupils, to know the procedures for fire, first aid and other emergencies
- Follow the particular health and safety measures to be adopted in their own teaching areas
- Give clear oral and written instructions and warnings to pupils when necessary
- Follow safe working procedures
- Require the use of protective clothing and guards where necessary
- Make recommendations to their Headteacher or manager regarding equipment and improvements to plant, tools, equipment or machinery

- Integrate all relevant aspects of safety into the teaching process
- Report all accidents, defects and dangerous occurrences to their manager

8. SAFETY REPRESENTATIVES

The Governing Body believes that consulting employees on health and safety matters is important in creating and maintaining a safe and healthy working environment.

9. STAFF

All of the school workforce play an important part in sensible health and safety management in schools. Staff involvement makes a vital contribution towards achieving safer and healthier workplaces, and helps develop sensible rather than over cautious approaches.

When developing learning opportunities, staff should focus on controlling the real risks, not eliminating all risks. Health and safety is about doing things safely, not finding reasons not to do them.

In particular staff must:

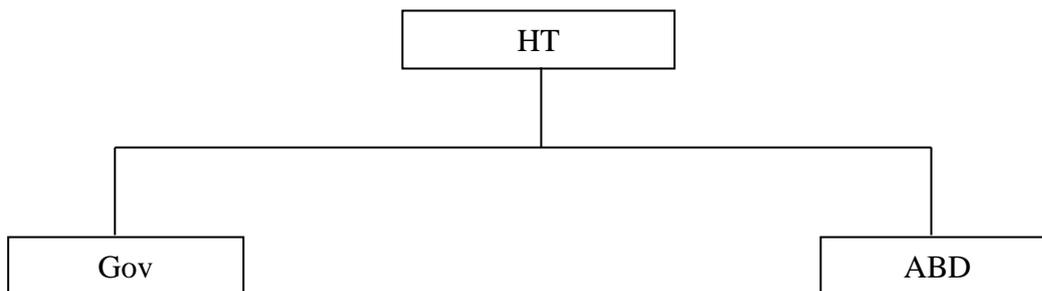
- comply with the school's health and safety policy and procedures at all times
- take reasonable care for the health and safety of themselves and others when undertaking their work, for example:
 - check classrooms/work areas are safe
 - check equipment is safe before use
 - ensure safe working procedures are followed
- co-operate with managers in complying with relevant health and safety safe systems of work and procedures
- use all work equipment and substances in accordance with instruction, training and information received
- wear, use, store, maintain and replace personal protective equipment as appropriate
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare
- take part in and contribute to health and safety inspections, risk assessments etc. as appropriate
- report:
 - accidents, incidents of violence and aggression and near misses
 - ill health caused by work activities
 - defective equipment or premises, hazardous situations and other health and safety concerns
 - report immediately to their Headteacher/Line Manager any serious or immediate danger

10. PUPILS

Pupils, allowing for their age and aptitude, are expected to:

- take personal responsibility for the health and safety of themselves and others
- observe standards of dress consistent with safety and/or hygiene
- observe all the health and safety rules of the school and in particular the instructions of staff given in an emergency
- use and not willfully misuse, neglect or interfere with things provided for their health and safety

A flow chart showing the management of health and safety hierarchy is shown below:



PART 3: PROCEDURES AND ARRANGEMENTS

The following procedures and arrangements have been adopted to ensure compliance with the Governing Body's Statement of Intent.

1. LEAD GOVERNOR FOR HEALTH AND SAFETY

The lead governor with responsibility for scrutiny of health and safety performance is Paul Tracey.

2. ASBESTOS MANAGEMENT

The asbestos register and asbestos management plan is held at the front entrance. The ABD is responsible for:

- making arrangements for dealing with asbestos in compliance with the County Council's policy
- ensuring that contractors who may be working in areas where asbestos has been identified consult and sign the register
- informing Property Consultancy immediately on 01296 383238 if any asbestos containing materials are damaged releasing asbestos fibres or may have been released

For further guidance refer to section 4.2 health and safety policies and procedures

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3. AUDIT, REVIEW, PERFORMANCE MEASUREMENT AND ACTION PLAN

The ABD is responsible for reviewing the School's Health and Safety Policy and ensuring all staff sign their annual policy signature sheet to acknowledge that they have read and understood the policy.

The ABD is responsible for ensuring the implementation of recommendations of any health and safety audit reports carried out by Buckinghamshire Council

4. CATERING

The ABD is responsible for registering the food premises with the local Environmental Health Officer, District Council;

The Busy Bunch supervisor is responsible for

- monitoring the preparation of food and the nutritional standards of meals;
- the maintenance of satisfactory hygiene standards;
- ensuring that temperature of the refrigerator and freezer are monitored and logged;
- Ensuring an adequate schedule of deep cleaning is undertaken.

5. CONSULTATION WITH EMPLOYEES

Any employee appointed as a safety representative by their Association or trade union will be offered suitable facilities to undertake their work.

For further guidance refer to section 1.2 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

6. CONTRACTORS - SELECTION AND MANAGEMENT

Contractors are selected and managed following guidance and documentation in section 9.4 health and safety policies and procedures

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

7. EDUCATIONAL VISITS

The ABD is responsible for ensuring that educational visits, including residential visits and any school-led adventure activities, will be risk assessed and for residential trips organised following guidance produced by the County's Education Visits coordinator.

8. ENFORCING AUTHORITY VISITS

The ABD is responsible for implementing any recommendations following a visit by the Enforcing Authorities and reporting matters requiring authorisation/action to the Governing Body or LA.

9. FIRE AND OTHER EMERGENCY ARRANGEMENTS

The ABD is responsible for

- ensuring fire risk assessment is undertaken and regularly reviewed;
- developing local fire safety procedures to ensure
 - personal emergency evacuation plans (PEEPS) are carried out for people with disabilities, i.e. staff, pupils, visitors
 - fire evacuation drills are carried out at least termly
 - a roll call is taken at the Assembly Point
 - that no-one attempts to re-enter the building until the all clear is given by the emergency services
 - firefighting and fire detection equipment is serviced and maintained annually
 - regular reminders to staff on fire safety

The ABD is responsible for

- maintaining the Fire Log
- checking termly that evacuation routes remain clear and that final exit doors are openable
- checking firefighting equipment yearly so they remain in a useable condition, e.g. fire extinguishers, fire blankets
- testing the alarms every week from different call points and recording the tests in the Fire Log
- testing the emergency lighting at appropriate intervals

Emergency procedures covering a range of hazardous situations which may arise in the establishment can be found in the following locations:

Type of emergency procedure	Location(s)
Fire Evacuation procedure	In each room and copy in teacher files
Gas Leak/ Electrical Fault	Critical incident and Emergency plan in office
Lockdown Procedure	In each room

The person who discovers the emergency will raise the alarm immediately by the most appropriate means and ensure that the Headteacher, Deputy Headteacher or in their absence, a member of the Senior Leadership Team is informed immediately and that where appropriate the emergency services are summoned. A member of the Senior Leadership Team will liaise with the emergency services when they arrive and take advice from them.

Note: The priorities are as follows:

- to ensure the safety of all persons' people, their removal from danger, their care and the application of first aid and medical treatment where appropriate
- to call the emergency services when appropriate
- to safeguard the premises and equipment, if this is possible without putting persons at risk

10. FIRST AID

- First aid boxes and first aid record books are kept in the medical room.
- Travelling first aid boxes are kept in the medical room.
- Mrs Lisa Warren is responsible for making a termly check of the contents of all first aid boxes.
- The nearest medical centre/NHS GP Burnham Health Centre, Tel. No 01628 666326
- The nearest hospital with accident and emergency facilities is Wexham Park, Tel. No 01753 633000.

A list of staff and with either paediatric first aid or emergency first aid in schools qualifications is available in the office.

For further guidance refer to section 3.2 health and safety policies and procedures https://schoolsweb.bucksc.gov.uk/health-and-safety/health_and_safety_policies/

Please see school procedures for first aid.

11. HEALTH AND WELL-BEING

The Headteacher is responsible for monitoring absence owing to stress related illness and promoting wellbeing

For further guidance refer to section 8.4 health and safety policies and procedures

https://schoolsweb.bucksc.gov.uk/health-and-safety/health_and_safety_policies/

11.1 Occupational Health

Access to occupational health services for support staff is through PAM Group via HR, for teachers it is through Smart Clinic.

11.2 Employees Assistance Programme

Employees Assistance for Teachers and support staff is provided by SMART Clinic and is a completely independent and confidential personal support service, which is available 365 days 24 hours; Freephone number: 0845 862 2113.

12. INCIDENT REPORTING AND INVESTIGATION

The ABD is responsible for reporting accidents, incidents and near misses, as soon after the event, as possible using the Assessnet on-line recording system recording system.

The ABD is responsible for contacting the Health and Safety Team immediately to report a serious incident (accident, incident (physical assault, threat, verbal abuse) or near miss). Where appropriate/practicable a Health and Safety Adviser will visit the school the same day to provide support and investigate the incident. Telephone 01296 674412 or email healthandsafety@buckcc.gov.uk

Minor injuries to non-employees (i.e. pupils and visitors) where first aid is given will be reported on Medical Tracker:

The Headteacher & ABD will investigate all incidents and act on findings to prevent a reoccurrence or similar accident/incident. Where accidents are found to be caused by faulty plant, equipment, premises or unsafe systems of work action must be taken to remove or isolate the hazard and warn people until the necessary modifications or repairs can be made.

For further guidance refer to section 3.1 health and safety policies and procedures

https://schoolsweb.bucksc.gov.uk/health-and-safety/health_and_safety_policies/

13. INSPECTIONS

Routine inspections of the premises to ensure safe working practices are being followed will be carried out by the Headteacher or ABD.

Formal health and safety inspections will be carried out termly with the Health and Safety Governor.

For further guidance and information refer to section 2.5 and 2.5a health and safety policies and procedures

https://schoolsweb.bucksc.gov.uk/health-and-safety/health_and_safety_policies/

14. INFORMATION, INSTRUCTION AND TRAINING

14.1 INFORMATION AND ADVICE

A Health and Safety Law Poster is displayed in the office.

Health and safety advice is available from the Health and Safety Team via the HR Service Desk.

Telephone: 01296 674412

E-mail: handstraining@buckinghamshire.gov.uk

14.2 HEALTH AND SAFETY TRAINING:

14.2.1 Induction

Health and safety induction training will be provided for all new employees and for work experience placement students by the ABD which covers the following guidance and documentation that is available from https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

<i>Codes of Safe Practice and Guidance</i>	<i>School Health and Safety Policy</i>
<i>Job Based Risk Assessment and other appropriate assessments</i>	<i>Special Needs of Young Employees (e.g. Work Experience Placements)</i>
<i>Accident Reporting Arrangements</i>	<i>First Aid Arrangements</i>
<i>Safe Use of Work Equipment</i>	<i>Procedures for Hazardous Substances</i>
<i>Special Hazards/Responsibilities Associated with their Work Activity</i>	<i>Fire and other Emergency Arrangements</i>
<i>Safe Practice in School Swimming</i>	<i>Education Visits Policy Document</i>
<i>Hazard Reporting and Maintenance Procedures</i>	

14.2.2 Training Records and Training Needs Identification

The ABD is responsible for identifying training and refresher training needs and keeping health and safety training records. Staff and governors named below have received or will receive health and safety training in the following areas as appropriate:

<i>Asbestos Awareness</i>	<i>IOSH Working Safely</i>	<i>Personal Safety of Employees</i>
<i>COSHH Awareness</i>	<i>Legionella</i>	<i>Pool Carers Course/Refresher</i>
<i>Emergency First Aid at Work</i>	<i>Load Risk Assessor for Moving and Handling</i>	<i>Pool Safety Awareness for Headteachers</i>
<i>Fire Risk Assessor</i>	<i>Manual Handling (Loads)</i>	<i>Safe Playground Inspection</i>

<i>First Aid at Work</i>	<i>Minibus Training (County)</i>	<i>Supporting Pupils with Medical Conditions (formerly Managing Medicines)</i>
<i>Food Safety in Catering</i>	<i>Paediatric Moving and Handling with/without hoists</i>	<i>Team Teach training</i>
<i>Governor's Role in Health and Safety</i>	<i>Paediatric First Aid (for schools with children below 5)</i>	<i>Visual Tree training</i>
<i>IOSH Managing Safely/Refresher</i>	<i>PAT testing</i>	<i>Working at Height</i>

14.2.3 Strategic Health and Safety Management and Premises Management Training

Specific course for Governors

- The Governor Role for Health and Safety: Mr. Paul Tracey

Courses for Senior Leadership Teams

- Asbestos Awareness (Headteachers/Health and Safety Coordinators): Rebecca Holmes, Steve Warren
- Fire safety training (for Headteachers/Health and Safety Coordinators): Rebecca Holmes, Steve Warren
- IOSH Managing Safely/Managing Safely Refresher 4 day/1-day course (for Headteachers/Health and Safety Coordinators): Rebecca Holmes, Steve Warren
- Legionella Training (Headteachers/Health and Safety Coordinators): Rebecca Holmes, Steve Warren
- Managing the Personal Safety of Staff: Rebecca Holmes, Steve Warren

15. LEGIONELLA

The ABD is the Premises Responsible Person for the management of Legionella

The ABD is the Nominated Legionella Controller and has been trained to be responsible for checking water temperatures and flushing appropriate outlets as part of the Legionella programme

For further guidance refer to section 4.4 health and safety policies and procedures

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

16. LETTINGS

The ABD is responsible for co-ordinating lettings of the premises and for giving health and safety including emergency information to hirers.

17. NOISE

Any employee concerned about the noise levels at work should report the matter to the ABD who will arrange for remedial action or for an assessment to be made by the Health and Safety Team or a specialist contractor.

For further guidance refer to section 9.3 health and safety policies and procedures

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

18. OUTDOOR PLAY EQUIPMENT

The ABD is responsible for ensuring outdoor play equipment and safety surfaces is

- regularly inspected by person who has attended Safe Playground Inspection course
- inspected and maintained annually by a competent contractor
- repaired or taken out of use, as required

The ABD is responsible for inspecting the equipment and safety surfacing weekly.

The ABD is responsible for ensuring outdoor play equipment is adequately supervised when in use.

For further guidance refer to section 10.7 health and safety policies

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

19. PORTABLE ELECTRICAL APPLIANCES

The ABD is responsible for ensuring that portable electrical appliance testing is carried out at the frequencies in section 10.3 health and safety policies and procedures

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

Staff should not bring electrical equipment onto the school site unless they have authorisation and the appliances have been portable appliance tested.

20. RISK ASSESSMENT

20.1 GENERAL RISK ASSESSMENT

General risk assessment will be co-ordinated by the ABD following guidance and documentation in section 2.1 health and safety policies and procedures.
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/
 They will be responsible for ensuring risk assessment relating to jobs, locations, work equipment, chemicals and activities are produced by appropriate persons and appropriately communicated to staff and ensuring the actions required are implemented.

20.2 FIRE RISK ASSESSMENT

Ms Rebecca Holmes, Headteacher is the Responsible Person under the Fire Safety Reform Order

The ABD is the Competent Person (must hold a IOSH Managing Safely Certificate (or equivalent) and attended Fire Risk Assessor training) who is responsible for:

- ensuring a fire risk assessment is carried at regular intervals by a competent Fire Risk Assessor contractor
- regularly reviewing the fire risk assessment

For further guidance refer to section 3.3 health and safety policies and procedures

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

20.3 MANUAL HANDLING RISK ASSESSMENTS (LOADS)

Manual handling risk assessments will be carried out by the ABD following guidance and documentation in section 5.2 health and safety policies and procedures

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

They will be responsible for ensuring any actions required are implemented, including training needs.

20.4 COMPUTERS AND WORKSTATION ASSESSMENTS

The ABD is responsible for identifying 'users' and ensuring workstation assessments are undertaken (using the online system Workstation Safety Plus) and any corrective action required implemented.

The following employees are classified as users of display screen equipment; they will be entitled to a regular eye test and spectacles if recommended by the optician for DSE use.

Employee Name	Job Title
Jacky Ash	Receptionist
Rebecca Holmes	Headteacher
Lisa Warren	Office Assistant
Steve Warren	Academy Business Director
Lucy Birch	SENDCo
All Class Teachers	

For further guidance refer to section 6.1 health and safety policies and procedures

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

20.5 VIOLENCE AND AGGRESSION TO STAFF

Assessments of the risks of violence and aggression to staff will be carried out by the ABD following guidance and documentation in section 7.1 health and safety policies and procedures

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

20.6 RISK ASSESSMENTS OF CURRICULUM ACTIVITIES

Risk Assessments for curriculum activities will be carried out by the relevant curriculum leaders using guidance from Bucks Grid for Learning, CLEAPSS, Association for Science Education (ASE), Association for Physical Education (afPE), BCC Health and Safety Policies and other recognised sources of competent advice

20.7 RISK ASSESSMENTS FOR HAZARDOUS SUBSTANCES

The ABD is responsible for:

- ensuring an inventory is kept of hazardous substances
- COSHH data sheets are available and risk assessments are produced and regularly reviewed by appropriate persons for Science, Design Technology, Caretaking and Cleaning, Catering,
- ensuring that the assessments have been communicated to staff and ensuring the actions required including provision of training are implemented

Inventories of hazardous substances used in the school are maintained by the following employees at the locations specified:

- Caretaking and Cleaning ABD

For further guidance refer to section 4.1 health and safety policies and procedures

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

21. SAFE PLANT AND WORK EQUIPMENT

Plant and equipment will be inspected, maintained and, where necessary, tested by appropriate contractors appointed by the Governing Body.

Any problems or defects regarding plant and equipment should be reported to the ABD.

21.1 PERSONAL PROTECTIVE EQUIPMENT (PPE)

Suitable Personal Protective Equipment (PPE) goggles, gloves, hearing protection etc. will be provided free of charge, where identified as necessary by a risk assessment.

All employees are responsible for informing the ABD when they become aware of a need to repair or replace PPE, which they use.

For further guidance refer to section 11.1 health and safety policies

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

21.2 CARETAKING AND CLEANING EQUIPMENT

The ABD is responsible for ensuring that:

- caretaking and cleaning equipment is regularly inspected and maintained; this includes powered cleaning equipment, power and hand tools
- users/operators are trained and supervised

The ABD has been authorised and trained to use caretaking and cleaning equipment. For further guidance refer to section 9.15

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

21.3 MANUAL HANDLING EQUIPMENT (LOADS)

This includes equipment used for the manual handling of loads.

The ABD is responsible for ensuring that manual handling equipment such as sack barrows, flat-bed, trolleys, pallet trucks etc. are maintained in a safe condition.

For further guidance refer to section 5.1 health and safety policies and procedures

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

21.4 WORKING AT HEIGHT - ACCESS EQUIPMENT

The ABD has overall responsibility for the selection, inspection, and maintenance of all access equipment, e.g. leaning ladders, stepladders, tower scaffolds, powered access equipment, fall arrest equipment.

The ABD is responsible for ensuring appropriate training is provided, employees are appropriately supervised and that suitable risk assessments are carried out.

The ABD is responsible for inspecting access equipment and maintaining the Access Equipment Log (Ladder Log)

For further guidance refer to section 10.2 health and safety policies and procedures

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

21.5 EQUIPMENT AND MACHINERY IN CURRICULUM AREAS

21.5.1 PHYSICAL EDUCATION EQUIPMENT (PE)

The ABD is responsible for ensuring that

- PE equipment is regularly inspected, maintained and serviced annually by a competent contractor
- faulty equipment is taken out of use and repaired or removed
- cleaning schedule for gym and sports hall floors is implemented

22. SEVERE WEATHER

The ABD is responsible for arranging safe access and egress during adverse weather, e.g. snow and ice.

The ABD is responsible for clearing and gritting appropriate pedestrian and vehicle routes on the site.

For further guidance refer to section 9.7 health and safety policies and procedures

23. SITE SAFETY, HOUSE KEEPING AND WASTE MANAGEMENT

23.1 SITE SAFETY

All employees and governors must report any hazards to the ABD who will arrange for repairs or action to remove hazard.

23.2 LOCATIONS OF MAIN SERVICE ISOLATION POINTS

The locations of the positions of all main service isolation points are as follows:

Water	In Reception classroom
Electricity	In electrical cupboard outside staffroom
Gas	Outside in the green cabinet

23.3 HOUSEKEEPING

All staff are responsible for ensuring the good housekeeping of their own classrooms and storage areas.

23.4 CLEANING ARRANGEMENTS

All members of staff are responsible for clearing up spillages, which occur whilst they are in charge of the area concerned. Other spillages, leaks or wet floors should be reported to the ABD who will arrange for them to be cleared.

The school will be cleaned every day. Staff should avoid areas where floors have been wet mopped.

23.5 WASTE MANAGEMENT

Rubbish awaiting collection must never be left where it obstructs escape routes or could aid the production and spread of fire and smoke.

The Business Manager is responsible for arranging safe disposal of hazardous, special and/or clinical waste.

The ABD is responsible for ensuring:

- waste is collected daily and stored in appropriately sited secure containers
- waste containers are secured in either a compound or by being chained

24. SITE SECURITY AND VISITORS

All visitors must report to office staff where they will be asked to sign into the electronic visitor system and wear a visitors' badge.

The Headteacher, Deputy Head and the ABD are responsible for unlocking and locking the building, arming and disarming security alarms etc.

25. SMOKING

The Headteacher will ensure that

- all persons coming onto the school site understand that smoking is prohibited including the grounds and in school vehicles

- no smoking signs are displayed at the entrance to the school
- information on the no smoking policy is included in the lettings policy

For further guidance refer to section 8.1 health and safety policies and procedures

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

26. SUPPORTING PUPILS WITH MEDICAL CONDITIONS

The Headteacher is responsible for writing or adopting the County Model Policy for Supporting Pupils with Medical Conditions following the statutory guidance issued by the DfE.

The Headteacher is the accountable person for implementing the school's policy on Supporting Pupils with Medical Conditions.

The School Office is responsible for

- keeping a log of pupil's medication
- ensuring medication remains in date
- ensuring consent forms are completed

Mrs Lisa Warren is responsible for undertaking and reviewing Individual Health Care Plans using the Medical Tracker online system.

Mrs Lisa Warren is responsible for compiling an inventory of pupils who have been diagnosed with asthma or have been prescribed a salbutamol inhaler.

The School Office is responsible for management of controlled drugs following guidance and documentation.

For further guidance refer to section 8.9 health and safety policies and procedures

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

27. SWIMMING

The Headteacher is responsible for school swimming and ensuring staff are appropriately trained.

28. Steps training

Ms Rebecca Holmes, Headteacher, is responsible for arranging Steps training and monitoring its effectiveness. The in-school Steps trained staff member is Miss S McCatty.

29. VEHICLES

The Headteacher is responsible for ensuring that all employees who drive for work have a valid licence and business insurance (business insurance is available for school from County Insurance)

For further guidance refer to section 9.12 health and safety policies and procedures

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

30. WORK EXPERIENCE

The ABD is responsible for:

- co-ordinating work experience placements

- ensuring risk assessments are completed by the employer
- ensuring students are visited in their placements
- liaising with the Buckinghamshire Education Business Partnership where appropriate

REVIEW OF POLICY

This policy will be reviewed annually.