

Health and Safety Policy

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1	May 2023	Name of new Chair of Governors added. Headteacher changed from 'he' to 'she'. Minor edits and typos, including creation of separate sections for ease of reading.
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Health and Safety Policy

Introduction

This policy outlines the approach that is in place in order to create and maintain a safe working environment for staff, students and visitors to the school.

This policy details the local arrangements for managing health and safety at Sheringham Nursery School and Children's Centre. It is a subordinate policy to the London Borough of Newham's Corporate Health and Safety Policy, and should therefore be read in conjunction with this and the Corporate Safety Management System.

Statement of intent

Sheringham Nursery School and Children's Centre is committed to ensuring high standards of health and safety in all its activities. We aim to not just comply with the minimum health and safety legislative requirements but the spirit of the law as well. Sheringham values its employees and will endeavour to ensure that their health, safety and welfare, and those of any visitors to the site (including pupils), is protected so far as is reasonably practicable. We recognise the economic and social benefits which are derived from the implementation of an effective health and safety management system. In order to derive these benefits, Sheringham's Governing Body and Senior Leadership Team commit to providing the necessary leadership and resources to implement, maintain and continuously improve the School's safety management system.

All staff are required to familiarise themselves with the contents of these pages and to be clear about their responsibilities. In particular, it is everyone's responsibility to be alert to health and safety issues and to report or act upon any hazard in accordance with the set procedures.

Section 1. Responsibilities

Overall responsibility for Health and Safety falls to the Interim Headteacher (Lindsey Foster) and Governors (Katharine Vincent, Chair), advised and supported by Newham Partnership Working (Geetha Unnithan) and the Health and Safety Department of the London Borough of Newham.

These responsibilities are delegated on a day to day basis to the School Business Manager (Laura Ray), and the Educational Visits Coordinator/AHT (Rahima Begum).

It should be noted however, that all staff, line managers in particular, have responsibility for monitoring their working environments and working practices in respect of health and safety. Matters of concern should be referred to the appropriate person as indicated in the line management structure.

The Governing Body

The Governing Body is responsible for ensuring that:

- it considers the health and safety implications of its decisions;
- adequate resources are allocated to health and safety;
- health and safety standards are maintained

Employees

All employees have a legal duty to take care of their own health and safety and the safety of others affected by their acts and omissions, and to cooperate with the leadership team and governing body at Sheringham to enable us to carry out our responsibilities. They must not interfere or misuse anything provided to ensure people's health and safety.

They also have a responsibility to report hazards and unsafe practices which they become aware of using Sheringham's hazard reporting system. (This is recording any hazards by way of the reporting book on the reception desk.) The employee should take all reasonable steps to make the situation safe (without putting themselves at risk) until it can be dealt with.

It is the responsibility of all employees to comply with Sheringham's Health and Safety Policy and associated arrangements, and to cooperate with Sheringham on its implementation.

Employees must ensure that they are fully aware of their own health and safety responsibilities, these will be detailed in this document and in local/departmental procedures.

Employees are reminded that failure to comply with health and safety requirements could lead to disciplinary action.

Note for female staff: Sheringham has duties to assess and control the risks to pregnant workers and nursing mothers. In order to be able to fulfil this duty, employees need to inform their line manager about their pregnancy at the earliest opportunity. Sheringham recognises that some prospective parents may not wish for information on their pregnancy to become public. We will endeavour to fulfil these wishes, but will always put the interests of the health of the employee and their unborn child above preventing disclosure.

Headteacher

The Headteacher is responsible for ensuring that:

- The health and safety decisions of the Director of Children's Services are complied with;
- Systems are established and maintained within Sheringham to ensure that health and safety is effectively managed; A competent health and safety Coordinator has been appointed;
- Sufficient resources are allocated to enable health and safety to be successfully managed;
- This policy is brought to the attention of all staff and they are aware of their

responsibilities under them;

- A copy of the Council's health and safety guidance documents is kept in the administrative office of the School;
- Health and safety information is communicated to relevant staff;
- Accidents are recorded, reported and investigated using the established procedures;
- There are adequate arrangements in place to enable Sheringham's employees to be consulted on matters affecting their health and safety.
- Where trade union safety representatives have been appointed, that suitable arrangements are made to enable them to be able to undertake their duties;
- Assessments for all risks to health and safety are carried out and the significant findings recorded, with appropriate preventative measures being taken. In particular, that adequate arrangements have been made to manage potential emergency situations;
- New employees receive appropriate health, safety and welfare information, instructions and training, including details of the Health, Safety and Welfare Policy, fire and other safety procedures;
- The School's health and safety performance is monitored;
- Termly health and safety inspections of the School are carried out by the Health and Safety Coordinator (Laura Ray)

Senior Leadership Team

The Senior Management Team manages the day-to-day operation of the School. It is therefore responsible for ensuring there is a positive health and safety culture within the School. It is also responsible for establishing and maintaining the School's safety management system.

Members of the Senior Leadership Team are responsible for deputising for the Headteacher in her absence.

Managers and supervisors

All line managers and supervisors (i.e. anybody who has responsibility, including overseeing or directing, other employees) are responsible for ensuring that this policy, and the arrangements made under it are implemented in their areas of activity. As a general rule, the direct responsibility of managers for health and safety is determined by the extent to which they have the authority to take executive action. Therefore, if they have the authority to make a general decision about some aspect of their work then they are responsible for the health and safety implications of that decision.

Key general management responsibilities include:

- Promoting and developing a positive attitude towards health, safety and welfare throughout the organisation;
- Ensuring that they are and remain competent to undertake their role;
- Ensuring that work activities under their control are carried out, so far as is reasonably

practicable, safely and without risk to health, and that adequate arrangements are made for welfare;

- Ensuring risks are assessed, the significant findings recorded and communicated to employees, and appropriate protective and preventive measures implemented;
- Ensuring all accidents, near misses and acts of violence and aggressions are investigated and recorded using Sheringham's established systems;
- Monitoring the implementation of this policy and health, safety and welfare arrangements in their area of work to ensure continuous improvement;
- Ensuring employees under their control are adequately trained, informed, instructed and supervised;
- Making suitable arrangements for consultation with employees and employee safety representatives;
- Ensuring that only contractors who have been assessed for their health and safety competence are appointed to carry out work on the school's behalf, and that coordination and co-operation with contractors takes place in order that risks to school employees, pupils, contractor's employees and others are minimised;
- Reporting health and safety issues which they cannot resolve to the school's Health and Safety Co-ordinator (Laura Ray).

It is important that managers and supervisors understand the extent of their responsibilities, and that, the higher up the line management structure they are, the greater their responsibility will be.

Health and Safety Coordinator

The main purpose of this role is to champion and monitor the implementation of the School's health and safety Policy on behalf of the Headteacher. They are therefore responsible for:

- Establishing central record keeping systems for the school, for key documents such as risk assessments, safe systems of work and emergency procedures;
- Preparing health and safety monitoring reports for the school's governing body on behalf of the headteacher;
- Reporting deficiencies, failures, or lack of co-operation with the school's safety management system to the headteacher where they are unable to achieve resolution themselves;
- Liaising with the schools' health and safety team; including the adoption and distribution of corporate policy and guidance within the school.

Site Supervisor

The site supervisor is responsible for ensuring the health and safety of the site. In particular they are responsible for:

- Ensuring that all fire exits are clear from obstruction and unlocked prior to the building being occupied;

- Undertaking the weekly test of the fire alarm system;
- Undertaking the weekly test of the emergency lighting system;
- Undertaking the weekly test of the magnetic door release mechanisms;
- Checking the hazard reporting book at least daily, rectifying those issues within their authority and notifying the Health and Safety Coordinator of any unresolved issues;
- Undertaking termly inspections of the communal areas of the school to identify hazards;
- Liaising with lettees to ensure that they are aware of evacuation procedures and routes, hazard and accident reporting procedures;
- Liaising with contractors to ensure that they are aware of relevant school procedures, including but not limited to fire, hazard and accident reporting.

Teachers

The health, safety and welfare of children is the responsibility of class teachers and team leaders. These rules also apply to student teachers who must be made aware of their responsibilities by a professional tutor.

A class teacher or team leader is expected to:

- Know the emergency procedures in respect of fire and first-aid and the special health and safety measures to be adopted in his/her own teaching areas and to ensure that they are applied;
- Be aware of, and follow, health and safety guidance;
- Exercise effective supervision of children;
- Follow safe working procedures personally and help the children to learn to take responsibility for their safety as appropriate for their level of development;
- Make recommendations on health, safety and welfare matters to the senior leadership team.

Section 2. Control Measures

Safety Training

Whilst other areas of staff development are important and desirable, Health and Safety training of staff is a legal requirement. This training takes a variety of forms including:

- Written instruction about responsibilities and procedures (particularly this document and related documents referred to herein).
- Information to all colleagues through staff bulletins, briefings and staff meetings.
- Department-specific training as appropriate.
- Staff attending on-site/off-site courses as appropriate.

It is the responsibility of each individual, before undertaking any activity or using any item of specialist equipment, to ensure that they are appropriately trained and competent to do so.

Accident/near misses and assault/incident reporting and investigation

A near-miss is an incident which could have resulted in injury or loss, if the circumstances were different (for example if someone working at height dropped a tool that could have hit someone but luckily didn't).

All accidents and near misses must be reported. Minor injuries to pupils are recorded in the first aid logs. All other accidents are to be reported to Laura Ray, who will record the incident using the local authority's on-line accident reporting system.

Hazard and unsafe acts and omissions reporting

Hazards are things with the potential to cause harm, such as torn carpets, damaged electrical sockets etc. Unsafe acts and omissions are when people undertake tasks in an unsafe manner regardless of the reasons for their behaviour. All hazards and unsafe acts and omissions must be reported. The reporting book is located on the front reception desk.

Risk assessments

The school has assessed the risks relating to its operations. Where significant risks have been identified, these and the necessary control measures have been recorded. The Health and Safety Coordinator (Laura Ray) maintains a central record of all risk assessments. Copies of appropriate risk assessments are held by subject leaders and the Health and Safety Coordinator.

Line managers are responsible for ensuring that their staff are aware of, and understand the findings of the risk assessments relating to their work.

Before new activities are undertaken or when an existing activity is changed the manager in overall control of the activity/subject lead will ensure that a new or revised risk assessment is produced.

Risk assessments will be reviewed at least annually.

Manual handling of loads

Staff are cautioned to take great care in all matters requiring the lifting and/or carrying of loads. No individual should lift or carry any load without first making an assessment of the risk and being satisfied that the load can be safely handled without injury to the handler or others. Care should be taken to ensure that students are not asked to handle unsafe loads. It must always be possible to see where they are going and to negotiate safely any obstacles such as stairs, kerbs, doors, etc. Many injuries result from the incorrect lifting of loads and care should be taken to avoid this by using correct body position. If the moving of a load is thought to pose a risk, LBN should be asked to arrange its removal. In this instance, the task may not be able to be done instantly.

Electrical safety

All portable electrical appliances must be tested regularly. This is the responsibility of LM Installations and carried out on a whole school basis. Only equipment which has been tested and passed as safe can be used. As such this equipment will bear a sticker indicating, for example kettles and other items of equipment which are not for use by students. The only items which can be used which do not have a sticker are those items purchased as new since the last inspection. Details of all electrical equipment and its test status are held by LM Installations. No-one should bring in, purchase or use electrical equipment which has not been approved by LM Installations. Please see Laura Ray for further information.

Maintenance of the garden is carried out by specialist teams. Please report any issues to the Health and Safety Coordinator, Laura Ray.

First Aid

The school has assessed its needs in relation to first aid to ensure there is adequate provision at all times Sheringham is occupied. Details of first aiders are displayed on notices around the school.

Fire Safety Procedures

Refer to the separate Fire Safety Procedures document – copies available from the school administration office.

Stress

Sheringham recognises the detrimental effects which stress can cause. It has therefore implemented a strategy to control the work-related element as far as is reasonably practicable. Any employee who believes that they are suffering from stress should either speak to their line manager or the business manager. Employees may also call the employee helpline, which provides a confidential advisory/counselling service to employees.

Visitors

All visitors should report to Reception and sign in. Each person is issued with a visitor's badge which must be worn at all times whilst on the premises. The badge should be returned and the departure time noted as the visitor leaves the school. Visitors will not be given direct access to staff or pupils but will be asked to wait in the reception area whilst the person they are seeking is notified of their arrival. This also gives an opportunity for staff to assess whether it is advisable to make themselves or students available where there is no pre-agreed appointment.

Contractors

All contractors are subject to the same "Signing in" and "Signing out" procedures as are applied to other visitors. It is required that all contractors supply and wear at all times their own identification badges. Where this is not possible (e.g. emergency repairs where there has been no pre-contract meeting) they should be issued with a school's visitor's badge.

For large contracts, a site meeting is always held before the work commences. Present at such meetings are representatives from: the School Leadership Team, London Borough of Newham, and the CDM. One of the main purposes of this meeting is to clarify all rules and establish limits for contractor activity. For contractors working during the school day, they must supply the school with their DBS certificate and photo identification (preferably company ID) on arrival. The site supervisor is responsible for monitoring contractors on site.

Smoking

Sheringham Nursery School and Children's Centre is a non-smoking environment and follows Newham Council's Smoke Free Policy for Schools.

Educational Visits

Sheringham is keen to promote educational visits, which enhance learning. The Educational Visits Coordinator is Rahima Begum. A risk assessment is completed for each educational visit, to ensure all risks are carefully assessed and managed in a responsible way

Dealing with violence to staff

All incidents must be reported. In cases of verbal abuse and threatening behaviour normal disciplinary measures should be followed.

Where actual violence takes place, it MUST be reported on the London Borough of Newham School Incident Form (covering accidents, near misses, incidents and assaults). In addition to procedures which the school has at its disposal there should be a consideration in each case about whether the Police should be informed.

Section 3. Monitoring

Monitoring of policies and procedures

Policies and procedures are reviewed annually and amended as required. Changing legislation

is communicated to all relevant parties as it is received. Monitoring records regarding the Building Management System (heating ventilation), PAT testing, lift equipment and Legionella are maintained by LM Installations. The school communicates information on health and safety to its employees using the following methods:

- As part of the induction process
- Team meetings/Staff meetings
- Staff notice boards
- 1:1s where required

Health and Safety representatives

Sheringham has a Health and Safety representative to:

- Monitor all activities on this site from a Health and Safety perspective
- Carry out inspections
- Investigate accidents
- Meet regularly with the manager responsible for Health and Safety
- Advise on action in respect of risks

Inspections

LM Installations are responsible for ensuring that all inspections (PAT testing, legionella) are carried out at the correct times, Griffin Elevators are responsible for ensuring all lift inspections are completed. LM Installations and Griffin will ensure all recommended actions are undertaken. The Local Authority Health and Safety department can be consulted for advice on any matter either during or between inspections. There is a SLA in place to cover all statutory inspections with LM Installations, and Griffin Elevators for the lift.

Monitoring of health and safety performance

A termly report is provided to the Governing Body which includes the following monitoring data:

- Number of accidents;
- Number of near-miss reports;
- Number of incidences of work-related ill health;
- Number of hazards reported/rectified;
- Outcomes from fire drills.