



Ringwood Waldorf School

## HEALTH AND SAFETY POLICY



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# **INTRODUCTION**

# 1. INTRODUCTION

This Health and Safety manual has been prepared by Ellis Whittam on our behalf and with our involvement. It contains our Health and Safety Policy as required by the Health and Safety at Work Act 1974 and it defines the way we manage the health and safety hazards and risks associated with our business, premises and activities.

Ringwood Waldorf School are committed to managing health and safety effectively to protect our employees and other persons with whom we interact because we recognise that we have not only a moral and legal duty but also that our employees are our greatest asset.

The School's Health and Safety Policy Statement sets out our commitment and the objectives we aspire to in managing health and safety. It is signed by the most senior person in our organisation to demonstrate that our commitment is led from the top.

Our approach to managing health and safety will be pragmatic and proportionate and will be prioritised according to risk with the objective of maintaining continuous improvement. We accept that we cannot eliminate risk from everything we do but we can manage risk in such a way that exposure to hazards is controlled as far as is reasonably practical.

We recognise that improvement in health and safety will not happen by chance and that planning to manage using a systematic approach through risk assessment is a necessary first step and an ongoing process. In moving forwards we will wherever possible eliminate risk through selection and design of buildings, facilities, equipment and processes. Where risks cannot be eliminated they will be minimised by the use of physical controls or, as a last resort, through systems of work and personal protection.

Our success in managing health and safety will be measurable and we look to establish performance standards against which we can monitor our progress to identify future actions to go into our improvement programme.

Based on our performance measurement in the form of accident monitoring, internal monitoring and external audits we will review our health and safety arrangements periodically and at least annually. The results of our measurement will be recorded and presented to the Board in our Annual Report.

## **POLICY REVIEW**

This Health and Safety Policy will be reviewed annually by Ellis Whittam Ltd in conjunction with our nominated responsible person.

As each review is completed it will be signed off by the consultant from Ellis Whittam and confirmed by our nominated responsible person.

<b>Review Date</b>	<b>Signed on behalf of Ellis Whittam</b>	<b>Confirmed</b>
<b>12<sup>th</sup> January 2016</b>	<b>Ian Hearson</b>	

## DOCUMENT CONTROL

The hardcopies of the Health and Safety Policy provided will remain the controlled copies and we will retain a register of these. Any amendments made to the policy will be provided for each of these accordingly to ensure all copies in circulation remain the current version.

Should further copies of the policy be printed either in whole or part, then these will be marked as 'UNCONTROLLED COPY'. Where further controlled copies are required then these should be issued accordingly and added to the register of controlled copies.

Forms from the policy manual are available to be printed or copied from the Ellis Whittam website, and it will remain the responsibility of the manager to ensure the correct form is in use.

### Register

Copy Number or Reference	Location kept

### AMENDMENT RECORD

Any amendments made to the Health and Safety Policy will be recorded below with information on changes made.

Where significant changes are to be made which could impact on the school, we will consider the reasons for change, potential problems, and how it will be implemented.

Date	Section	Ref /Title	Details of amendment made	Change made by

## **LEGISLATION**

Extracts of relevant legislation are provided for ease of reference on the Ellis Whittam webpage. Full copies of the legislation are available on the Office of Public Sector Information web page ([www.Opsi.gov.uk](http://www.Opsi.gov.uk)).

## **GUIDANCE**

Guidance on a number of health and safety issues can be accessed by logging onto the Ellis Whittam webpage which we hope you will find useful as a quick reference source.

Should you require further advice or assistance not available here then remember that advice on any health and safety issue is available from the **Ellis Whittam** advice line - **Tel: 0845 226 8393**

## **FORMS**

Relevant forms and templates that may be utilised can be accessed by logging onto the Ellis Whittam webpage.

# **POLICY STATEMENT**



## 2. HEALTH AND SAFETY POLICY STATEMENT

The management of Ringwood Waldorf School recognises that it has a legal duty of care towards protecting the health and safety of employees, pupils and others who may be affected by the school's activities.

In order to discharge its responsibilities the management of the school will:

- bring this Policy Statement to the attention of all employees
- carry out and regularly review risk assessments to identify proportionate and pragmatic solutions to reducing risk
- communicate and consult with our employees on matters affecting their health and safety
- comply fully with all relevant legal requirements, codes of practice and regulations at International, National and Local levels
- eliminate risks to health and safety, where possible, through selection and design of materials, buildings, facilities, equipment and processes
- encourage staff to identify and report hazards so that we can all contribute towards improving safety
- ensure that emergency procedures are in place at all locations for dealing with health and safety issues
- maintain our premises, provide and maintain safe plant and equipment
- only engage contractors who are able to demonstrate due regard to health & safety matters
- provide adequate resources to control the health and safety risks arising from our work activities
- provide adequate training and ensure that all employees are competent to do their tasks
- provide an organisational structure that defines the responsibilities for health and safety
- provide information, instruction and supervision for employees
- regularly monitor performance and revise policies and procedures to pursue a programme of continuous improvement

This Health and Safety Policy will be reviewed, by the Ringwood Waldorf School Council, at least annually and revised as necessary to reflect changes to the school activities and any changes to legislation. Any changes to the Policy will be brought to the attention of all employees.

**Signed:**

**Dated:**

**Position: Chairman, Ringwood Waldorf School Council**

# **ORGANISATION FOR HEALTH & SAFETY**

### **3. ORGANISATION FOR HEALTH AND SAFETY**

The overall responsibility for health and safety rests at the highest management level. However, it is the responsibility of every employee to co-operate in providing and maintaining a safe place of work.

This part of our policy allocates responsibilities to line managers to provide a clear understanding of individuals' areas of accountability in controlling factors that could lead to ill health, injury or loss. Managers are required to provide clear direction and accept responsibility to create a positive attitude and culture towards health and safety.

The following positions have been identified as having key responsibilities for the implementation of our health and safety arrangements:

**The RWS Trustees**

**Ringwood Waldorf School Council**

**School Administrator & Health & Safety Officer**

**Buildings & Maintenance Group**

**Departmental Managers**

**Teachers**

# **HEALTH AND SAFETY RESPONSIBILITIES**

## 4. HEALTH AND SAFETY RESPONSIBILITIES

The Ringwood Waldorf School (RWS) Trustees, Ringwood Waldorf School Council (the Council), The College of Teachers (the College), and designated health and safety staff, will take all reasonable steps to identify and reduce hazards to a minimum. To assist in this all staff and pupils must be aware of their own and others personal safety in any of the schools activities, both on and off site.

### **The RWS Trustees**

The RWS Trustees have the ultimate responsibility for the Health and Safety of the school. They discharge this responsibility via the Ringwood Waldorf School Council (The Council), and the College of Teachers (The College).

The RWS Trustees have nominated the Chairman to the Council to have special responsibility for health and safety.

The Trustees will ensure that:

- they provide a lead in developing a positive Health and Safety culture throughout the school
- any decisions reflect their Health and Safety intentions
- adequate resources are available for the implementation of Health and Safety
- an effective management structure for the implementation of Health and Safety is established
- they will promote the active participation of employees in improving Health and Safety performance
- they review the Health and Safety performance of the school annually and plan safety improvements for the following year

## **Ringwood Waldorf School Council – the Governing Body**

Ringwood Waldorf School Council (The Council), also referred to in other school documentation as the Activity Council, is the governing body for the school, and has a strategic role in the running of the school including the management of health and safety.

The Council will ensure that:

- they provide a lead in developing a positive Health and Safety culture throughout the school
- any decisions reflect its Health and Safety intentions
- adequate resources are available for the implementation of Health and Safety
- an effective management structure for the implementation of Health and Safety is established
- they will promote the active participation of employees in improving Health and Safety performance
- they review the Health and Safety performance of the school annually and plan safety improvements for the following year
- health and safety objectives are set across the whole school and for each department
- standards of health and safety are set across all areas
- a health and safety plan of continuous improvement is created and monitored for progress against agreed targets
- a risk management programme is developed and implemented across the school
- those with health & safety responsibilities are competent to fulfil their responsibilities and that effective training programmes have been put in to place
- a system of communication and consultation with employees is established via the College of Teachers and/or any specifically mandated group.
- matters raised by the College of Teachers are considered for action
- monitoring systems are in place to monitor the effectiveness of the schools risk control
- health and safety policies and procedures are reviewed in light of the results of internal and external audits
- actions required by enforcing authorities are programmed and included within health and safety plans to ensure legal compliance
- regular and an overall annual report on health and safety performance is provided to the Trustees

## **The College of Teachers**

The College of Teachers (The College) has overall responsibility for ensuring compliance with Health and Safety legislation in the day to day running of the school, but delegates the responsibility for implementation to the School Administrator & Health and Safety Officer.

The College will ensure that:

- the school's Health and Safety Policy is implemented, monitored, developed, communicated effectively, reviewed and amended as required
- a health and safety plan of continuous improvement is created and the School's Management Team monitor progress against agreed targets
- suitable and sufficient funds, people, materials and equipment are provided to meet all health and safety requirements
- personnel designated with health and safety responsibilities are provided with support to enable health and safety objectives to be met
- a positive, and pro-active, health and safety culture is developed and promoted, which will permeate into all activities undertaken and reach all personnel (staff, pupils, assistants, helpers, etc.).
- a system of communication and consultation with employees is established
- effective training programmes have been put in to place
- an annual report on the safety performance of the school is presented

## **School Administrator & Health and Safety Officer**

The School Administrator, assisted by the Health and Safety Officer, are the nominated persons with responsibility, on behalf of the College of Teachers, for implementation of the policy, and day to day management of health and safety

The Administrator (and Health & Safety Officer) will ensure that:

- The Council, The College, and relevant mandated groups, are advised of relevant changes in health and safety legislation, codes of practice and Department for Education standards
- risk assessment requirements are co-ordinated and the implementation of any action required is monitored
- risk assessments are reviewed regularly and any changes are brought to the attention of staff who may be affected
- regular Health and Safety group meetings are held where health and safety issues can be raised and discussed
- issues concerning safety raised by anyone are thoroughly investigated and, when necessary, further controls implemented
- they provide advice on health and safety training requirements
- details of accidents, dangerous occurrences or diseases that are notifiable are reported to the Enforcing Authorities
- they assist and advise teachers in investigating and recording accidents
- contact with external organisations such as the emergency services is co-ordinated
- matters that cannot be dealt with are referred to The College for further advice and considerations
- health assessment requirements are identified and advised to management
- the schedule of statutory examinations of plant, equipment and vehicles is maintained and relevant persons are made aware of impending examinations
- premises, plant, equipment and school vehicles are maintained in a safe condition
- adequate arrangements are in place to ensure the security of the school, the staff, visitors and pupils
- adequate arrangements for fire and first aid are established
- welfare facilities provided are maintained in a satisfactory state
- hazardous substances are stored, transported, handled and used in a safe manner according to manufacturers' instructions and established rules and procedures
- contractors engaged are reputable, can demonstrate a good health and safety record and are made aware of relevant local health and safety rules and procedures
- health and safety notices are displayed
- information and data relating to health and safety performance monitoring and review activities, is coordinated and compiled in support of the College's annual report to the Council and Trustees.



## **Heads of Department**

Heads of Department will ensure that in their areas of control:

- they actively lead the implementation of the Health and Safety Policy
- they supervise their staff to ensure that they work safely
- the completion of written risk assessments of teaching practices and activities including equipment and substances; that any general advice on safety matters given by the DfE, Local Authority and other relevant bodies in relation to the Academy (School) are implemented, that this is then translated into written safe methods of working practice
- safe methods of work are implemented
- inform pupils, staff and visitors as to their own personal safety and makes sure they are aware of the health and safety procedures in place
- risk assessments are regularly reviewed
- accidents, ill health and 'near miss' incidents at work are recorded, investigated and reported to the [Insert Title]
- they communicate and consult with staff on health and safety issues
- they encourage staff to report hazards and raise health and safety concerns
- safety training for staff is identified, undertaken and recorded to ensure staff are competent to carry out their work in a safe manner
- issues raised by anyone concerning safety are thoroughly investigated and, when necessary, further effective controls implemented
- equipment is maintained in a safe condition
- statutory examinations are planned, completed and recorded
- personal protective equipment is provided and worn by staff and pupils, and that staff and pupils are instructed in its use
- any safety issues that cannot be dealt with are referred to the [Insert Title] for action
- hazardous substances are stored, transported, handled and used in a safe manner according to manufacturers' instructions and established rules and procedures
- agreed safety standards are maintained, particularly those relating to housekeeping
- all relevant safety documents including DfE Guides, etc. are maintained and made available to all employees
- health and safety rules are followed by staff and pupils
- they perform regular health and safety inspections within their department as required by the Principal/Head Teacher

## **Buildings & Maintenance Group**

The Buildings & Maintenance Group will ensure that:

- school buildings and plant are maintained in accordance with the Health and Safety Policy
- records of servicing and maintenance are retained and kept up to date
- contractors engaged are reputable, can demonstrate a good health and safety record and are made aware of relevant local health and safety rules and procedures
- safe systems of work are developed and implemented
- risk assessments are completed, recorded and regularly reviewed
- they communicate with staff on health and safety issues relating to building maintenance and the work of contractors
- they encourage staff to report hazards and raise health and safety concerns
- statutory examinations are planned, completed and recorded
- any safety issues that cannot be dealt with are referred to the Administrator or Health and Safety Officer for action
- welfare facilities provided are maintained in a satisfactory state
- agreed safety standards are maintained particularly those relating to housekeeping

## **Departmental Managers (Maintenance, Finance, Admin. Transport)**

The Departmental Managers will ensure that in their areas of control:

- they implement our Health and Safety Policy
- they supervise their staff to ensure that they work safely
- they communicate and consult with staff on health and safety issues
- health and safety rules are followed by all
- they encourage staff to report hazards and raise health and safety concerns
- issues concerning safety raised by anyone are thoroughly investigated and, when necessary, further effective controls implemented and communicated to staff
- any safety issues that cannot be dealt with are referred to the Administrator or Health and Safety Officer for action
- safe systems of work are developed and implemented
- accidents, ill health and 'near miss' incidents at work are recorded, investigated and reported
- personal protective equipment is readily available and maintained, and relevant staff are aware of the correct use of this and the procedures for replacement
- hazardous substances are stored, transported, handled and used in a safe manner according to manufacturers' instructions and established rules and procedures

## **Teachers**

Teachers will ensure that in their areas of responsibility:

- they actively lead the implementation of the Health and Safety Policy
- they supervise any trainee-staff, assistants, parent helper, and pupils to ensure that the lessons and activities are carried out safely
- safe teaching practices are developed and implemented
- risk assessments are completed, recorded and regularly reviewed
- accidents, ill health and 'near miss' incidents at work are investigated, recorded and reported to the School Administrator or Health & Safety Officer
- they communicate and consult with trainee-staff, assistants, parent helpers, and pupils on health and safety issues
- they encourage trainee-staff, assistants, parent helper, and pupils to report hazards and raise health and safety concerns
- safety training, for themselves or others, is identified, undertaken and recorded to ensure all are competent to carry out their work in a safe manner
- issues raised by anyone concerning safety are thoroughly investigated and, when necessary, further effective controls implemented
- equipment is maintained in a safe condition
- personal protective equipment where required is provided and that trainee-staff, assistants, parent helper, and pupils are instructed in its use
- any safety issues that cannot be dealt with are referred to the Administrator or Health & Safety Officer for action
- hazardous substances are stored, transported, handled and used in a safe manner according to manufacturers' instructions and established rules and procedures
- agreed safety standards are maintained, particularly those relating to housekeeping
- all relevant safety documents including, where applicable, CLEAPSS, DfES Guides, etc. are maintained and made available
- health and safety rules are followed by all trainee-staff, assistants, parent helper, and pupils

## **Pupils**

All pupils must:-

- co-operate with Teachers and school staff on health and safety matters
- not interfere with anything provided to safeguard their own health and safety or the safety of others
- take reasonable care of their own health and safety; and report all health and safety concerns to a Teacher

## **Employees (teaching/non-teaching)**

All employees must:

- take reasonable care of their own safety
- take reasonable care of the safety of others affected by their actions
- observe the safety rules
- comply with the Health and Safety Policy
- conform to all written or verbal instructions given to them to ensure their personal safety and the safety of others
- dress sensibly and safely for their particular working environment or occupation
- conduct themselves in an orderly manner in the work place and refrain from any antics or pranks
- use all safety equipment and/or protective clothing as directed
- avoid any improvisations of any form which could create an unnecessary risk to their personal safety and the safety of others
- maintain all equipment in good condition and report defects to their supervisor
- report any safety hazard or malfunction of any item of plant or equipment to their supervisor
- report all accidents to their supervisor whether an injury is sustained or not
- attend as requested any health and safety training course
- observe all laid down procedures for processes, materials and substances used
- observe the fire evacuation procedure and the position of all fire equipment and fire exit routes

## **Contractors**

All contractors must:

- take reasonable care of their own safety
- take reasonable care of the safety of pupils, school staff and others affected by their actions
- observe the safety rules of the school
- submit their health and safety policy and relevant risk assessments to the school for approval
- comply with and accept our health and safety policy, if they do not have one
- dress appropriately, sensibly and safely when on school premises and for the task being undertaken
- conduct themselves in an orderly manner in the work place and refrain from any antics or pranks
- use all safety equipment and/or protective clothing as required by the school and as indicated in the risk assessment for the task
- avoid any improvisations of any form which could create an unnecessary risk to their personal safety and the safety of others
- maintain all equipment in good condition, not use any defective equipment and ensure that any portable electrical equipment bears a current test certificate
- report any safety hazard or malfunction of any item of plant or equipment to their supervisor
- report all incidents to their supervisor and to the school whether an injury is sustained or not
- ensure that their employees only use equipment for which they have been trained
- attend as requested any health and safety training course
- observe all agreed procedures for processes, materials and substances used
- observe the fire evacuation procedure and the position of all fire equipment and not obstruct fire exit routes or inhibit fire alarm sensors or devices
- provide adequate first aid arrangements unless otherwise agreed with the school

## **Visitors**

- All visitors are required to sign in at the School Administration Office. Visitors will be collected from the office by the member of staff concerned or escorted to the appropriate area of the School.
- Hirers of the School premises must use plant, equipment and substances correctly and use the appropriate safety equipment. They will be made aware of their obligations in relation to health and safety when making the booking.
- Whilst on site, all visitors and contractors must wear a visitor's badge. When employed, cleaning contractor's employees must wear an identifiable uniform or an identity badge at all times. Temporary teaching staff on cover duties will be required to record their presence by reporting to the office.
- If a member of staff meets someone on site who they do not recognise and is not wearing a visitors badge, they should, if they do not feel threatened, enquire if the person needs assistance and accompany them either to the reception/office or off the site, as appropriate.
- If an intruder is uncooperative about going to the office or leaving the site, or a member of staff feels threatened, or is threatened with violence or a violent attack takes place, immediate help from the Police should be sought by telephone.



## **Ellis Whittam (Health and Safety Consultants)**

Ellis Whittam, in agreement with management, provides us with the following services:

- A general risk assessment in the first part of the contract that forms the basis of our risk management programme and helps us plan our future actions to reduce risk

Development of our documentation throughout the period of our contract and keeping it updated for:

- changes in Health and Safety legislation relevant to us
- organisational changes which affect our management system

A consultant visit to train senior managers and to support our implementation of this Policy by:

- assisting us to complete specific risk assessments
- providing further training, as agreed, on relevant agreed topics
- reviewing and auditing our health and safety procedures and legal compliance
- providing advice on implementing changes and system procedures

Ellis Whittam is also contracted to:

- fulfil the role of 'Competent Person', providing advice and assistance on Health and Safety issues
- provide for us a telephone advisory service - available 24 hours per day, 365 days of the year
- provide crisis help if we have a serious accident or incident involving the Enforcement Authorities
- provide legal fees insurance, the terms of which are defined in our insurance policy document
- provide briefings to help keep us up to date with new and forthcoming legislation

## **Health and Safety Committee**

The Health and Safety Committee (formed of members of the Admin Group) is the consultative body of the school for health and safety.

The Health and Safety Committee will:

- consider and support the school's policies for health, safety and welfare and assist in monitoring and reviewing their effectiveness
- consider forthcoming legislation and assess its implications and where necessary to recommend the establishment of rules or the review of existing procedures of any school activity
- promote health and safety communication and training in the organisation at all levels
- receive detailed reports of investigations into all reportable accidents, dangerous occurrences and cases of reportable diseases to consider the effectiveness of any action taken to prevent future similar accidents
- receive a list of all other recorded accidents or occurrences and to consider the effectiveness of any remedial action taken to prevent future similar incidents
- consider reports of internal and external monitoring of the school
- ensure trends in accident statistics are identified and to make recommendations for action
- keep under review communications and publicity relating to health, safety and welfare and where necessary to recommend any improvements or changes
- consider reports provided by inspectors of the enforcing authority under the Health and Safety at Work Act 1974, or any other relevant enforcement authority
- consider relevant health, safety and welfare matters raised by members of the Committee

# **HEALTH AND SAFETY RULES**

## 5. HEALTH AND SAFETY RULES

This section of our Health and Safety Policy specifies the rules laid down for the attention of all employees. These rules are prepared in accordance with legal requirements and acknowledged safe working practices. In addition to the legal duty imposed upon employees to comply with these rules, failure to observe them will be considered to be a breach of the contract of employment and will result in disciplinary action being taken.

Employees are reminded that a breach of health and safety legislation by an employee is a criminal offence and action taken by an Enforcing Officer against an individual may result in heavy penalties.

Safety rules may vary depending upon the nature of work and the circumstances therefore the overriding requirement is that employees are expected to act in a sensible manner and adhere to verbal instructions given by School Management.

## **General**

- It is the duty of all employees to co-operate with the Council and the College in fulfilling our legal obligations in relation to health and safety.
- Employees must not intentionally or recklessly interfere with anything provided in the interests of health, safety or welfare.
- Employees are required to notify to management of any unsafe activity, item or situation.

## **Working Practices**

- Employees must not operate any item of plant or equipment unless they have been trained and authorised.
- Employees must make full and proper use of all equipment guarding.
- Employees must not clean any moving item of plant or equipment.
- Employees must not make any repairs or carry out maintenance work of any description unless authorised to do so.
- Employees must use all substances, chemicals, liquids etc, in accordance with all written instructions.
- Employees must not smoke except in prescribed areas.

## **Hazard / Warning Signs and Notices**

- Employees must comply with all hazard/warning signs and notices displayed on the premises.

## **Working Conditions / Environment**

- Employees must make proper use of all equipment and facilities provided to control working conditions/ environment.
- Employees must keep stairways, corridors, classrooms and work areas clear and in a clean and tidy condition.
- Employees must dispose of all rubbish, scrap and waste materials using the facilities provided.
- Employees must clear up any spillage or liquids in the prescribed manner.
- Employees must deposit all waste materials and substances at the correct disposal points and in the prescribed manner.

## **Protective Clothing and Equipment**

- Employees must use all items of protective clothing/equipment provided as instructed.
- Employees must store and maintain protective clothing/equipment in the approved manner.
- Employees must report any damage, loss, fault or unsuitability of protective clothing/equipment to their supervisor.

## **Fire Precautions**

- Employees must comply with all laid down emergency procedures.
- Employees must not obstruct any fire escape route, fire equipment or fire doors.
- Employees must not misuse any fire fighting equipment provided.
- Employees must report any use of fire fighting equipment to their supervisor.

## **Accidents**

- Employees must seek medical treatment for work related injuries they receive by contacting a designated first aider. Upon returning from treatment they must report the incident to their supervisor.
- Employees must ensure that any accident or injury treatment is properly recorded in the Accident Book.
- Employees must notify management of any incident in which damage is caused to property.

## **Health**

- Employees must report to management any medical condition or medication which could affect the safety of themselves or others.
- Employees must co-operate with the management on the implementation of the medical and occupational health provisions.

## **School Transport**

- Drivers must carry out prescribed checks of vehicles prior to use and in conjunction with the laid down checking procedure.
- Employees must not drive or operate any vehicles for which they do not hold the appropriate driving licence or permit.
- Employees must not carry unauthorised passengers or unauthorised loads.
- Employees must not use vehicles for unauthorised purposes.
- Employees must not load vehicles above the stated capacity.
- Employees must not drive or operate vehicles whilst suffering from a medical condition or illness that may affect their driving or operating ability.
- Employees must not drive whilst using a mobile phone or any other electronic device.

## **Rules Covering Gross Misconduct**

An employee will be liable to summary dismissal if they are found to have acted in any of the following ways:

- a serious or wilful breach of Safety Rules
- unauthorised removal or interference with any guard or protective device
- unauthorised operation of any item of plant or equipment
- unauthorised removal of any item of first aid equipment
- wilful damage to, misuse of or interference with any item provided in the interests of Health and Safety or welfare at work
- unauthorised removal or defacing of any label, sign or warning device
- horseplay or practical jokes which could cause accidents
- making false statements or in any way deliberately interfering with evidence following an accident or dangerous occurrence
- misuse of any item of equipment, utensil, fitting/ fixture, vehicle or electrical equipment
- deliberately disobeying an authorised instruction
- Misuse of chemicals or substances

# **ARRANGEMENT SUMMARY**



## 6. ARRANGEMENT SUMMARY

### **Risk Assessments**

Risk assessments will be undertaken by:

Classroom:	Teacher
Maintenance:	Building & Maintenance Group
Cleaning:	Caretaker
Educational Visit:	Teacher
Fire:	Fire Officer/Health & Safety Officer

### **Consultation with Employees**

Health & Safety Committee Representatives are:

Members of the Admin Group
----------------------------

Minutes of meetings are available to view at:

School Office
---------------

### **Building, Plant and Equipment Maintenance**

The person responsible for the maintenance of plant and equipment is:

Building & Maintenance Group
------------------------------

### **Safe Handling and Use of Substances**

The person responsible for identifying hazardous substances and obtaining Data Sheets is:

Maintenance:	Caretaker
Cleaning:	Caretaker
Classroom:	Caretaker

## **Competency for Tasks**

Induction training is the responsibility of:

School Administrator

## **First Aid and Accidents**

The First Aiders are:

First Aid Officer (Colin Room) plus 23 others

First Aid Boxes can be found at:

All classrooms, School Office, Kitchen, Sick Room, Staff Room plus minibus and group events away from school.

The Accident Book is located:

School Administration Office

The persons responsible for RIDDOR notifications are:

School Bursar or Administrator

## **Fire**

Escape routes and exits are checked by:

Fire Wardens

Alarms are tested weekly by:

Fire Wardens

Fire drills are organised termly by:

Fire Wardens & Office Staff

### **Educational Visits**

The person responsible for co-ordinating educational visits is:

College of Teachers

### **Contractors and Safety**

The person responsible for approving contractors who work within school is:

Building Group & Admin Group

### **Work Experience**

The person responsible for co-ordinating pupils on Work Experience is:

College of Teachers

# **ARRANGEMENTS**

## 7. ARRANGEMENTS

### Accident, Incident and Ill-Health Recording, Reporting and Investigation

This policy sets out the procedures that are to be followed when any employee, pupil, visitor or contractor has an accident, near miss or dangerous occurrence on the school's premises.

Employees who develop a work-related illness must also report via these procedures.

#### **Definitions:**

An **accident** is an unplanned event that causes injury to persons, damage to property or a combination of both.

A **near miss** is an unplanned event that does not cause injury or damage but could do so.

A **work-related illness** is illness that is contracted by an employee through the course of work as a result of activities carried out by the school.

#### **The Accident Book**

All accidents resulting in personal injury must be recorded on in the Accident Book.

Completed Accident Report Forms will be stored to comply with the requirements of the Data Protection Act.

Completed Accident Report Forms will be reviewed regularly by the Administrator to ascertain the nature of incidents that have occurred in the school. This review will be in addition to any investigation of the circumstances surrounding each incident.

All near misses must also be reported to the Administrator as soon as possible so that action can be taken to investigate the causes and to prevent recurrence.

Employees must ensure that they are aware of the location of the accident book.

#### **Reporting Requirements**

Certain accidents causing injury, both fatal and non-fatal, certain occupational diseases and certain dangerous occurrences are reportable to the Enforcing Authority under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR).

Specified injuries including the following reportable events must be reported by the quickest means practicable, usually the telephone:

- death
- major injury (includes any fracture (other than to fingers, thumbs or toes), amputation, loss of sight, crush injury resulting in internal damage, serious burns, scalping, loss of consciousness from a head injury or asphyxia, an injury from working in an enclosed space)
- hospitalisation of a non-employee as a result of a work activity

Incapacitation for work of a person for more than 7 consecutive days as a result of an injury caused by an accident at work must be notified within 15 working days.

To calculate whether the absence classifies as 'over 7-day':

- exclude the day of the incident if they went home or did not return to work on the day
- include weekends, bank holidays and weekdays (whether the person would normally work on them or not).

Example: *If a person has an accident on Friday and comes back to work the following Friday, then count Saturday, Sunday, Monday and Tuesday etc but this is still only 6 days; however if their next day of work is the Monday it would count as 9 days and would be reportable.*

## **Non-Consensual Violence**

Major or over 7 day injuries to people at work arising from non-consensual violence are notifiable.

## **Reporting of accidents involving pupils or visitors**

If a pupil or visitor has an accident this must be reported if:

- the person involved is killed or taken to hospital and;
- the accident arises out of or in connection with a work activity

Examples of 'in connection with a work activity' are:

- work organisation – supervision of a field trip
- plant or substances – lifts, machinery, experiments
- condition of premises, play grounds, play or PE equipment
- sports activities as part of the curriculum where there is death or hospitalisation
- playground accidents due the condition of the premises or inadequate supervision

For further advice on injuries, diseases or dangerous occurrences requiring notification please contact the Ellis Whittam Advice Line. (Tel: 0845 226 8393).

**Contact** details for the Health and Safety Executive are:

**Tel:** 0845 300 9923 (Monday to Friday 8:30am to 5:00pm)

**Website:** [www.hse.gov.uk](http://www.hse.gov.uk)

Information on notifications to the enforcing authority must also be sent to Ellis Whittam Ltd.

The completed report form should be kept with other accident records and documents on the accident investigation.

Forms are kept to advise the insurers of a potential claim and to present to the Enforcing Authority in the event of an investigation.

Records are to be kept for 3 years from the date of the incident.

## **Investigation**

All injury related accidents that are either notified to the Enforcing Authority or where a serious injury has occurred will be investigated:

- to ensure that all necessary information in respect of the accident or incident is collated
- to understand the sequence of events that led to the accident or incident

- to identify the unsafe acts and conditions that contributed to the cause of the accident or incident
- to identify the underlying causes that may have contributed to the accident or incident
- to ensure that effective remedial actions are taken to prevent any recurrence
- to enable a full and comprehensive report of the accident or incident to be prepared and circulated to all interested parties
- to enable all statutory requirements to be adhered to

The investigation will include obtaining signed witness statements, photographs and drawings as appropriate.

## **Contractors**

When working on school premises it is considered that contractors are joint occupiers for that period and therefore we have both joint liabilities in “common areas”. In order to meet our legal obligations with regard to contractors we will ensure that prior to engaging any contractor they are competent and that any works are carried out safely.

The following factors will be considered as part of our procedures for vetting contractors:

- sight of the contractor’s own safety policy, risk assessments, method statements, permits to work, etc as applicable
- clarification of the responsibility for provision of first aid and fire extinguishing equipment
- details of articles and hazardous substances intended to be brought to site, including any arrangements for safe transportation, handling, use, storage and disposal
- details of plant and equipment to be brought onto site, including arrangements for storage, use, maintenance and inspection
- clarification for supervision and regular communication during work including arrangements for reporting problems or stopping work in cases where there is a serious risk of personal injury
- confirmation that all workers are suitably qualified and competent for the work (including a requirement for sight of evidence where relevant)
- evidence showing that appropriate Employers and Public Liability Insurance is in place

Clearly, it will not be necessary to go to such elaborate lengths if the contract is very short and will not create hazards of any significance. The complexity of the arrangements will be directly proportional to the risks and consequences of failure.

Similarly we have a parallel duty to the contractor and must ensure that the contractor is not put at risk by our own activities for the duration of the contract.

We will stop contractors working immediately if their work appears unsafe. Staff should report any concerns to the School Administrator, Health and Safety Officer or Buildings Group immediately.



## **Communication and Consultation**

It is a legal requirement for Ringwood Waldorf School to establish arrangements to communicate and consult with employees on issues affecting their health and safety and to take account of their views.

To achieve this objective we will:

- Establish effective lines of communication via the Health and Safety Committee
- Involve and consult with employees through:
  - individual conversations
  - notice boards
  - internal publications
  - staff meetings
  - health and safety meetings
- Consult with employees when changes to activities, equipment, work methods etc. are to be introduced that may affect their health and safety
- Display the 'Health and Safety Law – What You Should Know' poster

## **Disabled Persons including pupils with Special Educational Needs (SEN)**

Ringwood Waldorf School will give full and proper consideration to the needs of disabled employees, pupils and visitors.

To achieve this, we will:

- treat all disabled employees, pupils and visitors with respect and dignity, both in the provision of a safe working environment and in equal access to the school's facilities
- ensure that risk assessments are undertaken of the special needs of the disabled and carry out reasonable adjustments to the premises and/or employment arrangements
- encourage employees with special needs to suggest any premises or task improvements to their line managers
- discipline any employees found treating their disabled colleagues with less than the expected standards of respect and dignity
- in an emergency evacuation, ensure suitable plans are in place which will assist disabled people to leave the premises swiftly

Risk assessment of pupils with Special Education needs will consider:

- manual handling of pupils with physical disabilities
- pupils unable to recognise everyday hazards, communicate distress, or move around independently
- using mechanical aids and equipment
- using therapy and ball pools
- administering medical treatment and minimising the risk of infection
- management of difficult behaviour and the use of restraint
- lone working where an employee works on a one-to-one basis with a SEN pupil; and transport issues such as getting learning disabled or physically disabled pupils in and out of transport and making sure that access to the premises is appropriate

### **When to assess**

So far as is reasonably practicable risk assessments of the pupils with special education needs will be made:

- before pupils are admitted – this is a planning ahead exercise
- when planning educational activities both on and off site
- when planning and purchasing new facilities and when work practices are to be introduced or changed
- when deciding on a placement
- when an existing pupil develops a health need, e.g., after an operation, or where a significant change in their existing needs occurs
- when a pupil is to undertake work experience

## **Display Screen Equipment (DSE)**

All reasonable steps will be taken by the school to secure the health and safety of employees and pupils who work with display screen equipment.

To achieve this objective the school will:

- identify those employees who are user's as defined by the regulations, see below
- carry out an assessment of each user's workstation
- implement necessary measures to remedy any risks found as a result of the assessment
- provide adequate information and training to persons working with display screen equipment
- endeavour to incorporate changes of task within the working day, to prevent intensive periods of on-screen activity
- review software to ensure that it is suitable for the task and is not unnecessarily complicated
- arrange for the provision of free eye tests when requested, at regular intervals thereafter and where a visual problem is experienced
- arrange for the supply, at subsidised cost, up to a maximum limit, any corrective appliances (glasses or contact lenses) where these are required specifically for working with display screen equipment
- advise existing employees, and all persons applying for work with display screen equipment, of the risks to health and how these are to be avoided
- investigate any discomfort or ill-health believed to be associated with the use of display screen equipment and take appropriate remedial action
- make special arrangements for individuals with health conditions that could be adversely affected by working with display screen equipment

### **'Users'**

This policy is aimed at those who regularly use DSE:

- a) for continuous periods of more than one hour *and*
- b) for more than 2½ hours per day

Typically this will therefore apply to administrative functions, the teaching of computer skills and other prolonged users. Others, including pupils, who operate DSE should have a workstation which meets the standards set down in the regulations but are not entitled to financial contributions.

### **Employees must:**

- comply with the instructions and training given regarding safe workstation set-up and use, including the need for regular changes of activity or breaks and the use of the equipment provided
- inform their manager of any disability or health condition which may affect their ability to work using display screen equipment or be affected by working with DSE (this information will be treated confidentially)
- report to their manager any discomfort or health concern believed to be associated with the use of DSE (this information will be treated confidentially)

## **Eye tests**

Under the DSE regulations staff identified as DSE users are entitled to an eyesight test, every 2 years by a qualified optician (and corrective glasses if required specifically by the Optician for DSE use).

## **Summary of Key Actions**

The key actions necessary to control the health and safety risks arising from the use of Display Screen Equipment (DSE) are to:

- identify all individuals who are classified as DSE 'Users'
- ensure risk assessments of DSE workstations been carried out using the Display Screen Equipment Workstation Assessment Form
- supply users with information and/or training on the safe use of Display Screen Equipment
- advise staff about setting up laptops on a suitable surface and the risks of working for prolonged periods
- ensure remedial actions identified by DSE risk assessments been carried out
- review risk assessments annually or sooner if significant changes have occurred

## **Driving**

Ringwood Waldorf School is committed to reducing the risks to its staff, pupils and others when being driven in the school minibus and therefore will:

- ensure risk assessments are completed and that journeys are planned
- not put unreasonable time constraints on travel
- ensure drivers are competent and fit to drive
- provide any additional training that may be deemed necessary to reduce driving related occupational risks
- provide sufficient information and guidance for drivers to enable them to understand the additional occupational risks involved in driving
- require drivers to annually submit copies of their current driving licence
- provide adequate insurance for the vehicle, the driver, occupants and third parties
- maintain them to the required legal standard and ensure suitable for their purpose
- provide and maintain additional tools and equipment necessary for the purposes of the journey
- provide access to breakdown support and recovery
- provide no smoking signs for inside the vehicle
- ensure the vehicle carries a suitably equipped first aid box

## **Drivers**

Drivers will remain responsible for their safety and others and must comply with the Highway Code and Road Traffic Act.

It is the responsibility of drivers to inform the Transport Coordinator of:

- anything that could affect their driving e.g. health conditions or injuries, use of prescribed medication
- changes to licence such as limitations, offences recorded, period bans
- vehicle defects that affect ability / safety to drive
- any accidents / incidents that occurred whilst driving on behalf of the school

Before driving, drivers must:

- review the need to travel
- have a valid licence for the vehicle they are driving
- carry out a pre-use vehicle check

- allow sufficient time to drive allowing for traffic, poor weather and rest breaks
- ensure sufficient rest
- be physically fit, with zero alcohol level and not under the influence of drugs that may affect the ability to drive
- adjust their driving position, head restraints and mirrors to ensure maximum comfort and safety

Whilst driving, drivers must:

- drive in accordance with the applicable law and with consideration for the safety of passengers and other road users
- take regular rest breaks every 2-3 hours or at first signs of tiredness
- remain in control of the vehicle at all times
- not smoke
- not use a mobile phone or other electronic device

## **Educational Visits**

The school policy is to ensure that the safety of pupils, employees and others is managed to minimise risk as far as practicable and in developing its procedures is guided by the guidance and procedures issued by the Department for Education and the Outdoor Education Advisers Panel Guidance for the Management of Outdoor Learning, Off-site visits and Learning Outside the Classroom.

To achieve its objective to ensure safety the school will ensure that:

- all visits are approved by the College of Teachers
- the RWS School Trips Policy is reviewed and updated as necessary, and is readily available to those planning visits.
- as appropriate, a member of the College is nominated to coordinate/approve educational visits and that person will be trained in the role of an Educational Visit Coordinator (EVC)
- the responsible teacher/group leader, if appropriate, is trained and experienced to lead a visit
- all visits are planned
- risk assessments are completed, where appropriate
- all employees and parent helpers are briefed prior to each visit
- emergency arrangements are established for all visits
- the ratio of adults (staff and parent helpers) to pupils is appropriate and proportionate to the needs of the visit
- adequate insurance is in place
- adequate child protection measures are in place
- parents are notified of all visits and given the opportunity to withdraw their child from any particular school trip or activity
- consent is obtained from parents for all visits
- arrangements are made for pupils with medical or special needs
- adequate first aid is available
- contingency plans are made
- safety during visits is monitored and reviewed
- visits incorporating an activity that will involve caving, climbing, trekking, skiing or water sports, the provider must hold a licence as required by the Adventure Activities Licensing Regulations 2004

## **Responsibilities**

### **Teacher/Group Leader**

- To be fully conversant with the contents of the RWS School Trips Policy
- To complete all relevant Educational Visits documentation, including risk assessments and consent forms
- To complete risk assessments or acquire assessments completed by external agencies (for example, a tour operator) as appropriate
- To ensure all pupils have made necessary payments and completed the necessary documentation
- For overseas visits, to ensure photocopies of pupil passports (and EHIC cards if relevant) have been taken
- For an overseas visit, to ensure all non-British citizens have visa entitlements to re-enter the country
- To provide reasonable notice to the Educational Visit Coordinator (or other nominated person) to allow them to assist in completing agreed tasks
- To plan for pupils with special educational needs, pre-existing medical condition or a disability and ensure appropriate provision
- To lead the trip in accordance with the approval given by the College and ensure all staff/parent helpers and pupils are fully briefed and that emergency arrangements are in place
- Record the details of any accident or incident in line with the school policies
- Have completed the Visit Leader training as recommended by the Outdoor Education Advisers Panel

### **Educational Visit Coordinator**

For the purpose of this policy the College of Teachers will assume, or nominate an individual on their behalf, to assume the overall role of the Educational Visits Coordinator

- to coordinate all educational visits to ensure procedures are complied with and all documentation is completed
- to liaise with Responsible Teacher/Group Leaders to ensure the approval requirements for each visit are clearly communicated
- to retain all documentation in relation to each school visit
- provide support and guidance to Responsible Teacher/Group Leaders
- ensure that any accident/incident on a visit is recorded and that future visits are reviewed in light of previous incidents
- ensure this Policy is kept up to date



- individuals undertaking the role should have completed the EVC training as recommended by the Outdoor Education Advisers Panel

## Staffing of Trips

### Ratios:

It is important to have a high enough ratio of adult supervisors (staff and parent helpers) to pupils for any visit. The factors to take into consideration include:

- sex, age and ability of group
- pupils with special educational or medical needs
- nature of activities
- experience of adults in off-site supervision
- duration and nature of journey
- type of any accommodation
- competence of staff, both general and on specific activities
- requirements of the organisation/location to be visited
- competence and behaviour of pupils
- first aid cover

General rule ratios of staff to pupils for **low risk activities** are:

Year 1 - 3	1 Teacher to every 6 pupils for all visits (under 5s reception classes should have a higher ratio)
Year 4 -6	1 Teacher to every 10 – 15 pupils for all visits
Years 7 +	1 Teacher for every 15 – 20 pupils for visits in the UK 1 Teacher to every 10 pupils for visits outside the UK or for more hazardous activities

**Without special safeguards or control measures, these ratios will not be adequate to meet the needs of most residential or more complex visits. The ratios stated are the minimum acceptable.**

Except in special circumstances and with the agreement of the College, there must always be a minimum of 2 teachers with any visit. For certain visits a higher ratio will be appropriate because the leader of the visits has to ensure that there is a safe level of supervision at all times.

For visits abroad, at least 3 teachers must accompany the party unless the number of pupils is fewer than 10, in which case there should be 2 teachers.

If an adult who is not a member of staff is accompanying the trip then they must have an up to date and valid DBS check, authorised by the HR department.

No member of staff can be included in the staffing ratios if they are accompanied by their own child who is a minor (under 16).

Group Leaders must be experienced and have undertaken training as recommended by the Outdoor Education Advisers Panel.

## Sporting Fixtures

The level of supervision should be at least in the ratio of one teacher to 15 pupils. At the end of a fixture, staff must ensure that all pupils are supervised until they are collected.

The use of **Pupils' cars** to transport other pupils is not allowed.

## **Emergency Procedures**

Teachers should not hesitate to act in an emergency and to take lifesaving action in an extreme situation.

Emergency procedures are an essential part of planning a school visit. If an emergency happens the priorities are to:

- assess the situation
- safeguard the uninjured members of the group
- attend any casualty
- inform the emergency services and everyone who needs to know of the incident

## **Guidance on Emergency Procedures**

A copy of the following guidelines must be taken by all Group Leaders and their deputies:

- establish nature and extent of the emergency
- make sure that all other members of the party are accounted for and safe
- if there are injuries, establish their extent and arrange for first aid
- establish names of the injured and call relevant emergency services
- advise other party staff of the incident and that emergency procedures are in operation
- ensure that an adult from the party accompanies casualties to hospital
- ensure that the remainder of the party is adequately supervised throughout and arrange for their early return to school
- arrange for one adult to remain at the incident site to liaise with emergency services until the incident is over and all children are accounted for
- control access to telephones until contact is made with the College or other arranged Deep Support and until they have had time to contact those directly involved. Pass full details of the incident (name, nature, date and time of incident, location of incident, details of injuries, names and telephone numbers of those involved, action taken so far)
- telephone numbers for future communication (identify alternative telephone numbers in case telephone lines become jammed)
- the school will arrange to contact the parents of those involved. In serious incidents the parents of all party members should be informed
- all accident forms should be completed and insurers and the HSE should be contacted
- inform parents of any delays that will be necessitated
- the Party Leader should write down as soon as practicable all relevant details. A record should be made of any witnesses. Any associated equipment should be kept in its original condition

**Media:**

- a designated person should act as the point of contact with the media to whom all involved should direct questions
- under no circumstances should the name of any casualty be divulged to the media
- legal liability should not be discussed or admitted

**Additional Procedures for Visits Overseas**

Prior to the visit the tour leader should obtain and take with them:

- European Health Insurance Card (where appropriate) and significant medical histories
- details of insurance arrangements and the company's telephone number
- location of local hospital/medical services

In the case of an emergency the framework outlined above should operate. In addition the group leader should notify the British Embassy/Consulate.

**After the Trip**

The trip leader must inform the Educational Visit Coordinator (or whoever has been delegated as the school contact) that the party has returned safely and ensure that all the pupils are safely collected from school by a responsible adult, such as a parent or guardian.

If any difficulties or incidents occur on a school trip, the Educational Visit Coordinator must be informed as soon as possible after the trip returns to school so that appropriate follow up action can be taken quickly.

## **Electricity**

All reasonable steps will be taken to secure the health and safety of employees, pupils and others who use, operate or maintain electrical equipment.

To ensure this objective the school will:

- ensure electrical installations and equipment are installed in accordance with IEE Wiring Regulations
- maintain the fixed wiring installation in a safe condition by carrying out routine safety tests
- inspect and test portable and transportable equipment as often as required to ensure safety
- inspect and test second-hand electrical equipment lent to, or borrowed by, the school
- promote and implement a safe system of work for maintenance, inspection and testing
- forbid live working unless absolutely necessary, in which case a permit must be issued
- ensure employees and contractors who carry out electrical work are competent to do so
- maintain detailed records

### **Employees must:**

- visually check electrical equipment for damage before use
- report any defects found to their manager. However, if there is any doubt whether the equipment is safe then it should be labelled 'out of use' and withdrawn until it has been tested and declared fit for use by a qualified person
- not use defective electrical equipment
- not carry out any repair to any electrical item unless qualified to do so
- switch off non-essential equipment from the mains when left unattended for long periods
- not bring any electrical item onto school premises until it has been tested and a record of such a test has been included in the appropriate record
- not leave electric cables in such a position that they will cause a tripping hazard or be subject to mechanical damage
- never run extension leads under carpets or through doorways
- not daisy-chain extension leads to make a longer one
- not use adapter sockets – devices that plug into mains sockets to increase the number of outlets

## Summary of Key Actions

The key actions necessary to control the health and safety risks arising from electricity are as follows:

- The main electrical installation should be tested every five years except for those parts of schools with:
  - a) a licensed areas
  - b) lightning protection which should be tested annually
- Retain copies of electrical test certificates
- A record must be kept of all portable items of electrical equipment showing:
  - a) the detail of the item
  - b) the date of acquisition
  - c) -details of any inspection, testing or repair work
- arrange for the inspection and testing of portable electrical appliances

## **Fire**

All reasonable steps will be taken to prevent a fire occurring. In the event of fire, the safety of life will override all other considerations, such as saving property and extinguishing the fire.

In order to prevent fire and to minimise the likelihood of injury in the event of a fire Ringwood Waldorf School will:

- assess the risk from fire at our premises and implement appropriate control measures
- ensure good housekeeping standards are maintained to minimise the risk of fire
- provide and maintain safe means of escape from the premises
- develop a fire evacuation procedure for all buildings
- provide and maintain appropriate fire-fighting equipment including the sprinkler system
- provide sand in bags in the Science Department as a precaution when using flammable metals
- regularly stage fire evacuation drills, inspect the means of escape and test and inspect fire-fighting equipment, emergency lighting and any fire warning systems
- provide adequate fire safety training to employees, plus specialist training to those with special responsibilities
- make arrangements for the safe evacuation of deaf or otherwise disabled persons
- make arrangements for ensuring all pupils and visitors are made aware of the fire evacuation procedures
- display fire action notices
- keep fire safety records

The school does not require persons to attempt to extinguish a fire but extinguishing action may be taken if it is safe to do so. Teachers in charge of children are not to attempt to put out any fire, their first responsibility will be to the children in their care.

Immediate evacuation of the building must take place as soon as the evacuate signal is given. All occupants, on evacuation, should report to the pre-determined assembly points.

Re-entry of the building is strictly prohibited until the fire brigade officer or a senior person present declares it is safe to do so.

Employees are encouraged to report any concerns regarding fire procedures so the school can investigate and take remedial action if necessary.

### **Summary of Key Actions**

The key actions required to ensure fire safety is effectively managed are:

- a) complete and review annually a fire risk assessment
- b) arrange for fire safety checks to be completed and recorded for the following:
  - I. fire evacuations (drills)
  - II. fire alarm and emergency lighting tests
  - III. fire escape route checks
  - IV. extinguisher checks
  - V. post fire evacuation notices
- c) develop personal evacuation plans (PEEP) for people with special needs
- d) provide fire safety training
- e) service the fire alarm, emergency lighting and sprinkler system as appropriate

FIRE MAINTENANCE/TEST PROCEDURES

FIRE DRILLS		
<p><b>TERMLY</b></p> <p>Fire Evacuations must be carried out at least once in each term.</p>	<p>Ensure all occupants are able to evacuate to a place of safety in a reasonable time. (3 minutes)</p>	<p>Record details of drill, evacuation time and any problems.</p>
FIRE ALARM PANEL / SYSTEM		
<p><b>DAILY</b></p>	<p>Check fire alarm panel for normal working conditions</p>	<p><b>Report any faults and actions</b></p>
<p><b>WEEKLY</b></p>	<p>Fire alarm audibility test conducted at a <b>different call point tested each week in rotation. Number each call point for identification. (each zone to be tested every 13 weeks)</b></p> <p><b>Check alarm is audible in all areas (test to be carried out during full occupation)</b></p> <p>Check that any fire doors on automatic door closures linked to the fire alarm are closing properly.</p> <p>Check any doors fitted with electromagnetic locks are released.</p>	<p><b>Record details of call point test and call point number. Repair / replace defective units</b></p>
<p><b>SIX MONTHLY</b></p>	<p>For systems with battery back up a six monthly battery check by a competent service engineer is required.</p> <p>This check may also include 50% of the automatic smoke / heat detectors, sounders and manually operated devices</p>	<p><b>Site to keep maintenance records</b></p>
<p><b>ANNUALLY</b></p> <p>For 230 volt systems without battery back up</p>	<p>An annual test and examination of the alarm system by a competent service engineer is required.</p> <p>Test and examination of alarm system by competent service engineer including all automatic smoke / heat detectors, sounders and manually operated devices.</p>	<p><b>Site to keep maintenance records.</b></p>

<i>MEANS OF ESCAPE</i>		
DAILY	<p><b>Check for any obstructions on escape routes (internally and externally)</b></p> <p>Doors: check self closing devices, and that push bars/ other emergency fastening devices are operational</p>	<b>Site to record details and actions only if there is a fault</b>
WEEKLY	<p>Check all internal fire doors for ease of opening, that they are a good fit, closing fully, fire door seals and self closures working correctly, correctly signed etc.</p>	<b>Site to record details and actions only if there is a fault</b>
MONTHLY	<p>Check all electronic release mechanisms on escape doors work correctly (i.e. fail safe in the open position on activation of alarm / loss of power)</p>	<b>Site to record details and actions only if there is a fault</b>
<i>FIRE FIGHTING EQUIPMENT</i>		
WEEKLY	<p>Check all extinguishers, fire blankets etc. are available for use, undamaged and unobstructed.</p> <p>Extinguishers properly affixed to wall brackets or on plinths.</p> <p>Check for any evidence of tampering.</p>	<b>Site to record details and actions only if there is a fault</b>
ANNUALLY	<p>Full check and test of extinguishers, fire blankets etc. by competent service engineer.</p>	<b>Maintenance records to be kept on site.</b>



FIXED SYSTEMS (WHERE APPLICABLE, e.g. Sprinkler systems)		
Frequency specified by installer	Programme of inspections and checks dependant on type of system and to be specified by installer.  e.g. weekly checks on water and air pressure gauge readings, water levels in storage tanks. Weekly test on automatic pump and diesel engines etc.	<b>Site to record details and actions only if there is a fault</b>
ANNUALLY or to insurance / installers guidelines	Formal inspection and testing of fire sprinkler system	<b>Maintenance records to be kept on site.</b>
<i>EMERGENCY LIGHTING (WHERE APPLICABLE)</i>		
DAILY	Check indicator lights functioning (report faults to contractor)  Operate and replace batteries in torches if necessary.	<b>Site to record details and actions only if there is a fault</b>
MONTHLY	In house operational test for a short period (a maximum of one quarter of the rated duration).	<b>Maintenance records to be kept on site.</b>
<i>YEARLY</i>	Emergency lighting full duration discharge test by competent person.	<b>Maintenance records to be kept on site.</b>

### Fire Safety Training in School

The school will provide adequate fire safety training for staff. The type of training should be based on the particular features of the school and should:

- take account of the findings of the fire risk assessment;
- explain the emergency procedures;
- take account of the work activity and explain the duties and responsibilities of staff;
- take place during normal working hours and be repeated periodically where appropriate;
- be easily understandable; and
- be tested by fire drills.

Pupils will also be involved in some aspects of fire safety training, particularly with respect to fire drills, etc.

Generally, in primary schools, training may be no more than showing new staff and pupils the fire exits and giving basic training on what to do if there is a fire. In a large secondary school, the organisation of fire safety training will need to be more formal.

Fire training should include the following:

- what to do on discovering a fire
- how to raise the alarm and what happens then
- what to do upon hearing the fire alarm
- the procedures for alerting pupils, members of the public and visitors including, where appropriate, directing them to exits
- the arrangements for calling the fire and rescue service
- the evacuation procedures for everyone in your premises (including young children or mobility impaired persons) to reach an assembly point at a place of total safety
- the location and, when appropriate, the use of fire fighting equipment
- the location of escape routes, especially those not in regular use
- how to open all emergency exit doors
- the importance of keeping fire doors closed to prevent the spread of fire, heat and smoke
- where appropriate, how to stop machines and processes and isolate power supplies in the event of a fire
- the reason for not using lifts (except those specifically installed or nominated, following a suitable fire risk assessment, for the evacuation of people with a disability)
- the safe use of and risks from storing or working with highly flammable and explosive substances
- the importance of general fire safety, which includes good housekeeping; and
- the use of premises by outside bodies, e.g. IT training, music, etc

All staff identified in the emergency plan who have a supervisory role if there is a fire (e.g., Teachers, fire marshals or wardens and, in complex premises, fire parties or teams), should be given details of your fire risk assessment and receive additional training.

In addition to the guidance above as a minimum all staff should receive training about:

- the items listed in your emergency plan
- the importance of fire doors and other basic fire-prevention measures
- where relevant, the appropriate use of fire fighting equipment
- the importance of reporting to the assembly area
- exit routes and the operation of exit devices, including physically walking these routes
- general matters such as permitted smoking areas or restrictions on cooking other than in designated areas

- assisting disabled persons where necessary

Training is necessary:

- when staff start employment or are transferred into the premises
- when changes have been made to the emergency plan and the preventive and protective measures
- where working practices and processes or people's responsibilities change
- to take account of any changed risks to the safety of staff, pupils or other relevant persons
- to ensure that staff know what they have to do to safeguard themselves and others on the premises; and where staff are expected to assist disabled persons

Training should be repeated as often as necessary and should take place during working hours.

Enforcing authorities will want to examine records as evidence that adequate training has been given.

### **Training of pupils**

It is good practice to provide pupils and pupils with some form of fire safety training so that they are aware of the actions to be taken in the event of a fire. This should include instruction on the:

- details of the evacuation plan
- importance of fire doors and other basic fire-prevention measures
- importance of reporting to the assembly area
- exit routes and the operation of exit devices

## First Aid

Ringwood Waldorf School is committed to providing sufficient provision for first aid to deal with injuries that arise at work or as a consequence of school activities.

To achieve this objective the school will:

- a) appoint and train a First Aid Officer & suitable number of first aid personnel
- b) display first aid notices with details of first aid provision
- c) provide and maintain suitable and sufficient first aid facilities including first aid boxes
- d) provide any additional first aid training that may be required to deal with specific first aid hazards

## **First Aiders**

A First Aider is a person who has a valid certificate in either first aid at work or emergency first aid at work training.

First Aiders training will be refreshed every three years by undertaking the two day First Aid at Work requalification. (This may be taken up to 3 months before / 28 days after the expiry date on the certificate).

First aid personnel will be provided with refresher training at regular intervals to keep their skills up to date.

The number of first aiders required will be determined by completing a risk assessment. The HSE provide some general guidance on the number of first aiders required and expected provision is illustrated below:

<b>Category of Risk</b>	<b>Numbers employed at any one location</b>	<b>Suggested Number of First Aid Personnel</b>
<b>Lower Hazard</b>  (Most schools fall into this category)	fewer than 25	- at least one Appointed Person - <i>it is recommended they receive Emergency First Aid at work training (EFAW)</i>
	25 -50	- at least one first aider trained in <b>(EFAW)</b>
	more than 50	- at least one first aider trained in first aid at work <b>(FAW)</b> for every 100 employed (or part thereof)
<b>Higher Hazard</b>	fewer than 5	- at least one Appointed Person - <i>it is recommended they receive Emergency First Aid at work training (EFAW)</i>
	5-50	- at least one First Aider trained in <b>EFAW</b> or <b>FAW</b>
	more than 50	- at least one additional First Aider trained in <b>FAW</b> for every 50 employed (or part thereof)

The numbers of first aid personnel will be determined by individual circumstances, the level of risk and in line with current government guidance.

## **Additional First Aid Provision**

In addition to the above in higher risk areas such as science, PE etc. at least one person will be trained to a minimum level of emergency first aid.

Adequate first aid provision will include cover for break times.

First aid provision will be available at all times whilst people are present on school premises including out of hours activities. The assessment of need will be reviewed at least annually.

## **First Aid Boxes**

First aid kits, clearly marked, will be provided in the Sick Room and other readily accessible locations and be made known to all staff and pupils.

Additional first aid boxes/packs will be provided on sports fields and for offsite visits.

First aid containers will also be available within specific curriculum areas where an increased risk exists, e.g., Forge and Woodwork area/workshop.

Travel first aid boxes will be kept/made available in minibuses.

First aid boxes will contain a sufficient quantity of suitable first aid materials and nothing else.

First aid does not include the administration of medicines and thus first aid boxes should NOT contain drugs of any kind including aspirin, paracetamol, antiseptic creams etc.

First aid boxes should be located near to hand washing facilities as far as possible.

All first aid boxes will be checked regularly and maintained by a designated member of staff, items should not be used after expiry date shown on packaging. Extra stock will be kept in the school.

Suitable protective clothing and equipment such as disposable gloves (e.g. vinyl or powder free, low protein latex CE marked) and aprons will be provided near the first aid materials.

Blunt-ended stainless steel scissors (minimum length 12.7 cm) will be kept where there is a possibility that clothing might have to be cut away. These should be kept along with items of protective clothing and equipment.

Small quantities of contaminated waste (soiled or used first aid dressings) can be safely disposed of via the usual refuse collection arrangements. Waste to be double bagged in plastic and sealed by knotting.

## **First Aid Rooms**

The first aid room/Sick Room, where provided, is equipped with a sink and accessible WC.

## **First Aid Information**

Notices are posted in conspicuous positions within a school, giving the location of first aid equipment and facilities and the name(s) and location(s) of the first aid personnel.

New and temporary employees are to be told of the location of first-aid equipment and first aid personnel, and facilities on the first day they join the school as part of the induction training.

## **First Aid Records**

The school ensures that the following records are available:

- certification of training for all first-aiders and refresher periods
- any specialised instruction received by first-aiders or staff (e.g. Epi-pens)
- first aid cases treated (see accident / incident reporting)

## **Guidelines on Responding to Injuries**

### **Minor injuries**

The following injuries are considered minor and capable of being dealt with by a first aider in school: grazes, small scratches, bumps, minor bruising, minor scalding or burns resulting in slight redness to the skin.

Injuries requiring medical attention:

- deep cut
- long cuts. Long cuts are considered to be approximately 2.5cm when on the hand or foot and 5cm when elsewhere on the body
- the cut is jagged
- the injury involved a pet, especially a cat
- the injury involved a wild animal
- the injury is due to a bite, either human or animal
- the wound has debris stuck in it after cleansing
- the wound is bleeding heavily
- the wound will not stop bleeding after applying direct pressure for 10 minutes
- the injury is a puncture wound

### **Head injuries**

Injuries to the head need to be treated with particular care. Where symptoms indicating serious injury are NOT present, head injury cards are to be given to the injured party by the first aider attending to take home with them. Any evidence of following symptoms may indicate serious injury and an ambulance must be called:

- unconsciousness, or lack of full consciousness (i.e. difficulty keeping eyes open)
- confusion
- strange or unusual behaviour – such as sudden aggression
- any problems with memory
- persistent Headache

- disorientation, double vision, slurred speech or other malfunction of the senses
- nausea and vomiting
- unequal pupil size
- pale yellow fluid or watery blood coming from ears or nose
- bleeding from scalp that cannot quickly be stopped
- loss of balance
- loss of feeling in any part of body
- general weakness
- seizure or fit

### **Hospital Admission**

Where a pupil is required to attend hospital using an ambulance it is not necessary to accompany a pupil to hospital. If parents are unable to attend hospital promptly, a member of staff should go to the hospital.

If a child is taken directly to hospital they will be accompanied by a member of staff who will stay with the pupil until discharged or until a handover can be made to a parent or guardian.

The member of staff at the hospital must update the School Administrator on the condition of the injured pupil as and when information is made available.

The parent/guardian of a pupil attending hospital must be advised at the earliest opportunity.

Support for the injured pupil and their parents will be provided as determined by the individual circumstances of the incident.

### **Blood and Body Fluid Spillages**

It is important that spillages of blood, faeces, vomit or other body fluids are dealt with immediately as they pose a risk of transmission of infection and disease, e.g. Blood borne viruses and diarrhoeal and vomiting illnesses, such as norovirus.

A spillage kit is available in school to deal with blood and body fluid spillages, the kit is located: Class Rooms.

The person responsible for checking and replenishing the kit regularly is: Teachers.

### **General principles of blood and body fluid spillage management**

Body fluid spillages should be dealt with as soon as possible with ventilation of the area. Anyone not involved with the cleaning of the spillage should be kept away from the area and protective clothing should be worn when dealing with the spillage such as gloves and aprons.

### **Spillage Procedure**

Cordon off the area where the spillage has occurred.

Cuts and abrasions on any areas of the skin should be covered with a waterproof dressing.

Use personal protective equipment and clothing to protect body and clothes: disposable gloves and apron must be worn.

**Hard surfaces e.g. floor tiles, impervious table tops.**

Small spills or splashes of blood: Clean with neutral detergent and hot water.

**Large spills**

- remove spillage as much as possible using absorbent paper towels
- flush these down toilet or dispose of carefully in waste bag
- cover remaining with paper towels soaked in diluted bleach solution (1:10 dilution with cold water)
- leave for up to 30 minutes, and then clear away

**Alternatively**, large spills may be covered with granules from the spillage kit for two minutes. Spillage and granules should be carefully removed with paper towels and disposed carefully into a waste bag. Clean area with neutral detergent and hot water.

**Soft surfaces and fabrics e.g. carpets and chairs**

- remove the spillage as far as possible using absorbent paper towels
- then clean with a fresh solution of neutral detergent and water
- carpets and upholstery can then be cleaned using cleaner of choice
- steam cleaning may be considered

Contaminated gloves, aprons, paper towels, etc should be carefully disposed of into a leak proof plastic bag, securely tied and placed immediately into the normal external school waste container. Large quantities of contaminated waste should be disposed of in consultation with the local waste authority.

Wash hands after procedure.

As with other all hazardous substances used in school, bleach and disinfectants should be stored, handled and used in accordance with COSHH (Control of Substances Hazardous to Health, 2002) Regulations and the manufacturer's instructions. Product data sheets and safe use instructions should be accessible, along with risk assessments and details of actions required in the event of accidental ingestion, inhalation or contact with skin or eyes.

All chemicals must be stored in their original containers, in a cool, dry, well-ventilated place that is lockable and inaccessible to children, visitors and the public.

Appropriate protective clothing (e.g. gloves and aprons) should be worn when handling bleach and other chemical disinfectants. Contact with skin, eyes and mouth should be avoided.



## **Gas Installations and Appliances**

Ringwood Waldorf School will ensure that all work carried out on gas fittings and appliances are in accordance with the requirements of the regulations and the Safety in the Installation and Use of Gas Systems and Appliances Manual.

### **Maintenance of Gas Equipment**

Gas boilers, heaters, ovens and other gas fired equipment will be serviced at regular intervals, usually annually, and in accordance with the manufacturers recommendations.

All work on gas appliances to be carried out by a Gas Safe Registered engineer.

Records of all servicing, maintenance and repairs to be kept.

### **Summary of Key Actions**

The key actions necessary to ensure the safety of gas fired appliances are:

- identify all gas fired appliances and create a maintenance schedule for each
- arrange for servicing in line with the schedule and keep records
- prepare a gas leak emergency procedure
- highlight all gas shut-off points

### **Gas Emergencies**

In the event of a suspected gas leak:

- a) Call 24 hour gas emergency service on 0800 111 999
- b) Evacuate the buildings and move the pupils and majority of the staff to a distance of at least 250 metres away. Nominate some staff to stay at a safe distance to prevent access to the site and await the emergency Transco engineer.
- c) If it is safe to do so:
  - Put out naked flames
  - Open doors and windows
  - Turn off the gas supply

### **DO NOT TURN ELECTRICAL SWITCHES ON OR OFF**

- d) If the general public in the neighbourhood are at risk contact the police on 999

No person shall interfere with any gas appliance or gas fitting or pipe work unless qualified and competent to do so.

## **Hazardous Substances (COSHH)**

All reasonable steps will be taken to ensure all exposure of employees and pupils to substances hazardous to health is prevented or at least controlled to within statutory limits.

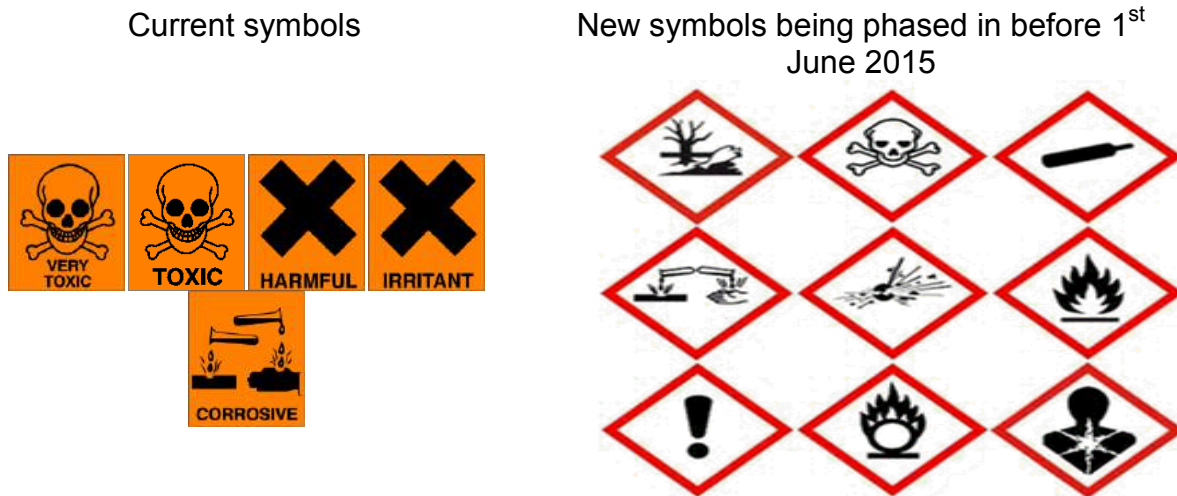
Ringwood Waldorf School will implement the following:

- maintain an inventory of all substances hazardous to health used on site and retain copies of relevant hazard data sheets
- competent persons will be appointed to carry out risk assessments of the exposure to substances hazardous to health and advise on their control
- all activities which involve, or may involve, exposure to substances hazardous to health will be assessed and appropriate control measures will be taken if elimination or substitution of the substance is not possible
- fume cupboards and extract systems will be properly maintained by planned preventive maintenance and annual monitoring to ensure continued effectiveness
- systems of work will be reviewed at suitable intervals and revised if necessary
- personal protective equipment (PPE) will be provided and maintained as determined by risk assessment
- assessments will be reviewed periodically or if changes to the operation or any hazardous substances used
- qualified professionals, where necessary, will carry out health surveillance
- employee health records of all exposures to substances hazardous to health will be kept for a minimum of 40 years
- all employees and where necessary pupils will be provided with understandable information and appropriate training on the nature of the hazardous substances they work with. Employees will be informed about any monitoring and health surveillance results
- no new substances will be introduced into the school without prior assessment

## Substances Hazardous to Health

Substances hazardous to health as defined by the COSHH regulations are:

- a) substances classified as very toxic, toxic, harmful, corrosive or irritant. These can be identified by their warning label and carry the pictograms detailed below



- b) Biological agents directly connected with work including micro-organisms
- c) Dust of any kind when present as a substantial concentration in the air
- d) Substances which have a Workplace Exposure Limit (WEL) assigned to them by the Health and Safety Commission document EH40
- e) Any other substance not specified above which may create a comparable hazard to a person's health

## Principles of Control

Exposure to substances hazardous to health should either be prevented altogether, substituted with a less harmful substance, or (where it is not reasonably practicable) adequately controlled.

In all cases personal protective equipment (PPE) should only be used where it is not reasonably practicable to adequately control exposure by other means. For example, fume cupboards in science labs and local exhaust ventilation systems on woodworking machinery should always take precedence over masks.

If a substance is hazardous by inhalation it is likely to have been assigned a "workplace exposure limit" (WEL). This should be used to assess the level of control.

Where PPE is identified as necessary for use by staff and pupils it should be ensured it is suitable for the purpose.

Employees have a duty to make full and proper use of all control measures identified as required in the risk assessment and must wear appropriate PPE (lab coat, eye protection, gloves etc.) where this is identified as required. Adequate information and training must be provided on its use and maintenance.

## **Maintenance, Examination and Testing**

Where controls such as fume cupboards, dust extraction for wood working equipment etc are provided it is necessary to ensure that they are properly maintained. This will require visual and operational checks pre use in addition to a thorough examination and tests of engineering controls.

In the case of local exhaust ventilation, tests for fume cupboards, woodworking extraction etc. should be carried out at least every fourteen months. A record of the results of all examinations must be kept for at least 5 years.

All PPE must be kept clean, in good repair and stored correctly to prevent contamination.

## **Health Surveillance**

Health surveillance is typically only required in certain circumstances and is dependent on individual circumstances. Where there is a reasonable likelihood that an identifiable disease or adverse health effect associated with exposure will occur and the risk assessment shows that health surveillance is appropriate for the protection of employees these should be carried out.

Monitoring and health surveillance records relating to named individuals must be kept for 40 years.

## **Information, Instruction and Training**

Information, instruction and training must be given to employees and pupils who may be exposed, about the risks to health and precautions.

## **Infection Control**

School staff and pupils are from time to time at risk of infection or of spreading infection.

The school aims to minimise the risk of the spread of infection and will:

- provide employees with information on potential infections and symptoms measures to assist with early identification and prompt implementation of control measures
- inform and take advice from the local Consultant in Local Disease Control (CCDC) and the Environmental Health Department of the Local Authority if an increase in illness is noted in school, or if they have any concerns about infectious disease issues
- maintain up-to-date emergency contact numbers for all pupils, not only so that parents can be contacted if children are ill and need to be taken home, but also to assist in the investigation of any outbreaks
- maintain high standards of hygiene throughout the school including the promotion of good hand washing
- provide warm water, liquid soap and disposable towels in all toilets and cloakrooms
- undertake risk assessments to include the infection control risk and identify control measures associated with farm or other similar visits
- ensure spillages of bodily fluids (blood, urine, vomit and faeces) are dealt with immediately and that adequate facilities are provided to provide protection to people involved
- organise for the safe cleaning of equipment and where appropriate disinfection and thorough, cleaning of the premises
- arrange for safe disposal of any infected materials

### **Further Information**

The Health Protection Agency (HPA) provides details on recommended exclusion periods for the more common communicable diseases in Guidance on Infection Control in Schools.

Factsheets on infectious diseases are available from the Health Protection Agency <http://www.hpa.org.uk/Publications/InfectiousDiseases/Factsheets/>

### **Staff Illness and Reporting**

Staff should notify the School Administrator if they develop any of the following infectious diseases or symptoms:

- skin infections or exposed areas of infestation
- severe respiratory infection (e.g. pneumonia, TB)
- severe diarrhoea
- jaundice
- hepatitis
- Chicken Pox, Measles, Mumps, Rubella
- Weil's Disease

Individual suitable controls will need to be applied dependant on the circumstances of each case. In some instances employees may need to be referred to an Occupational Health Practitioner or their GP for advice.

Staff should report diseases including Leptospirosis, Hepatitis, TB, and Tetanus which have been contracted through work as these are reportable under RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations).

### **Confidentiality**

Confidentiality will be maintained at all times in relation to an employee who is known to have any infectious disease.

No health information will be disclosed without the written consent of the employee concerned and any breach of such confidentiality, either inside or outside the school, will be regarded as a disciplinary offence and may result in disciplinary action.

## **Legionnaires Disease**

All reasonable steps will be taken to identify potential Legionellosis hazards and to prevent or minimise the risk of exposure.

Ringwood Waldorf school will:

- carry out a Legionellosis Risk Assessment
- prepare a written scheme/plan for preventing or controlling the risk of Legionella
- implement and manage the scheme/plan
- keep records for a minimum of 5 years

Day to day responsibility for monitoring and ensuring that the systems are being correctly operated, lies with the Buildings & Maintenance Group

At risk systems include the hot and cold water storage and distribution system.

To achieve control of legionella bacteria the school will implement the following:

### **Avoidance of Conditions Favouring Growth of Organisms**

As far as practicable, water systems will be operated at temperatures that do not favour the growth of legionella. The recommended temperature for hot water is 60°C and either above 50°C or below 20°C for distribution, as care must be taken to protect people from exposure to very hot water.

The use of materials that may provide nutrients for microbial growth will be avoided. Corrosion, scale deposition and build up of bio films and sediments will be controlled and tanks will be lidded.

### **Monitoring and recording**

Temperatures of water outlets will be checked and recorded to ensure temperature controls to prevent bacterial growth are maintained

### **Disinfection**

Periodic disinfection of shower heads to remove any scale and bacteria

### **Emergency procedures**

Establish emergency procedures if during routine sampling/inspection of hot and cold water systems Legionella bacteria is discovered in any systems likely to provide a medium for the spread of infection (e.g. water aerosol spraying equipment) these will be shut down and the situation reported immediately to the College of Teachers

### **Training**

Provide training to the Buildings & Maintenance personnel and caretaker responsible for the day to day management of the water systems

## **Lone Working**

This Policy on lone working relates to any individual who spends some or all of their working hours working alone without direct supervision and who does not have someone close at hand to assist them in the case of an incident.

Lone working increases the health and safety risks to individuals because they may not be able to summon assistance in the event of an incident and any delay may in receiving attention may increase the consequences of any injury.

People falling into this category may include:

- anyone working outside normal hours on their own
- cleaners who normally work outside school hours
- teachers in classrooms away from the main building in the sports centre
- teachers working in workshops or laboratories
- caretakers or maintenance staff
- employees who open up or close the building on their own

It is acceptable for people to work alone so long as the school has completed a risk assessment and any measures deemed necessary have been put into place.

People who are not lone workers:

- teachers or others working alone in a classroom or office in the main school buildings when the school is open

Some activities should not be carried out by people working alone and each school should identify those that are relevant to them, typically this may include:

- working at height on ladders or tower scaffolds
- use of high risk chemicals
- use of high risk machinery
- electrical work
- entry to areas of restricted or limited access or exit

### **Key Actions**

- identify all workers who work alone
- Identify all locations where lone working is carried out
- Complete a risk assessment for all lone working
- Control measures to be identified, prioritised and implemented
- Higher risk activities/area identified and formal decisions made on authorisation of lone working
- Formal systems/procedures developed for particular activities/areas as required

### **Requirements of lone workers**

It is important that lone workers are considered for any known medical conditions which may make them unsuitable for working alone. Consideration to be given to routine work and foreseeable emergencies which may impose additional or specific risks.

Lone workers must be suitably experienced, have suitable instructions and if necessary, training on the risks they are exposed to and the precautions to be used.



The school shall ensure adequate supervision is provided. The adequacy of the supervision will depend on the level of the risk, types and duration of exposure. Adequacy of supervision may involve some of the following:

- a) periodic checks on lone workers i.e. visual
- b) periodic contact with lone worker i.e. telephone
- c) general or specific alarms for emergencies
- d) checks on lone workers to ensure they have returned to the school on completion of extra curricular activities

### **Rules for Lone Workers**

- Anyone working alone must have access to a telephone and ensure that a relative or colleague is aware
- The caretaker (or other named person) must be informed of anyone intending to work late and a satisfactory arrangement made for locking up the building
- When the caretaker (or other named person) is not present all lone workers, for reasons of security, health and safety, should lock themselves in the building
- Staff must not place themselves in danger by challenging intruders or vandals but should call the police for assistance
- Staff working alone have a responsibility for making themselves familiar with and following the school's safety procedures and location of safety equipment
- If staff rely on mobile phones they must ensure that their network has good reception within school. Although phones can give extra reassurance, they do not provide complete protection and staff should still be alert for their own personal safety at all times
- In the situation where two or more people are working in isolated areas of an otherwise unoccupied building, personnel should keep each other informed about their movements

### **Opening/Closing School**

When the last person has left the building and notified the caretaker (or other named person), he should then secure the building. This includes the closing of all fire doors and leaving on any emergency and exterior lights

When the caretaker (or other named person) arrives in the morning he must make a quick examination of the exterior of the building to make sure that there are no signs of a break-in or of anyone having been in the building. If the caretaker is in any doubt he should contact the Police/security firm and should never enter the building if he is unsure of his safety

Key holders are also advised to inform someone when they are attending an alarm call out

### **Emergency Considerations**

Lone workers should be capable of responding correctly to emergencies. Risk assessment should identify foreseeable events. Emergency procedures should be established and the people concerned trained in using the procedures.

Emergency Procedures may need to cover:

- fires resulting from the process or work being undertaken
- if a person has an accident what needs to be done to recover them, especially important in laboratories
- actions to be taken in case of a chemical spill
- actions to be taken in the event of power failure (for example where the person is reliant on power for their safety systems or for egress from a building e.g. power operated doors).

## **Manual Handling**

Manual handling means: the transporting or supporting of a load by hand or by bodily force including lifting, putting down, carrying, pushing or pulling.

A load can include a person or animal as well as inanimate objects but not an implement, tool or equipment while in use for its intended person.

Typical manual handling tasks in school are:

- moving tables and chairs
- carrying piles of books or stationery
- putting out PE equipment
- maintenance activities
- receiving and putting away food deliveries

To prevent injuries and long term ill-health from manual handling Ringwood Waldorf School will ensure that activities which involve manual handling are eliminated, so far as is reasonably practicable. Where it is not practical the school will carry out an assessment to determine what control measures are required to reduce the risk to an acceptable level.

To implement this policy the school will ensure that:

- there is no lifting wherever possible and in relation to the handling of pupils with special needs, this policy is intended to promote a safer handling approach, which means no manual lifting of the whole or a substantial part of a person's body weight
- manual handling assessments are carried out of activities that:
  - a) pose a foreseeable risk of injury
  - b) cannot be avoided
  - c) cannot be mechanised and consider the risks to pupils and employees
- adequate information and training is provided to persons carrying out manual handling activities including details of the approximate weights of loads to be handled and objects with an uneven weight distribution, where appropriate
- any injuries or incidents relating to manual handling are investigated, with remedial action taken
- employees are properly supervised
- where relevant, employees undertaking manual handling activities are suitably screened for reasons of health and safety, before doing the work
- special arrangements are made for individuals with health conditions which could be adversely affected by manual handling operations
- wherever possible, the school will conduct the risk assessments of pupils with special needs before they attend and the school should seek to receive information on pupils in advance

### **Reducing the risk of injury**

In considering the most appropriate controls, an ergonomic approach to designing the manual handling operation will optimise the health, safety and productivity associated with the task.

Techniques of risk reduction will include:

- mechanical assistance
- redesigning the task
- reducing risk factors arising from the load
- improvements in the work environment
- employee selection

No employee will be required to lift any item that they do not feel confident of doing without risking personal injury.

### **Moving and Handling People**

There are occasions when a pupil with medical needs requires assistance in moving. While the basics outlined above still apply, there are other considerations. When a move is essential and the person requires help, then their co-operation should be sought where possible. The move should be explained to them so that they can actively participate in it.

Whenever a pupil with physical disabilities needs regular support in standard moves such as from a wheel chair to toilet or a seat or vehicle, then a full risk assessment must be written up. Clear instructions covering each activity should be included, so that all staff members who are involved in the task may move the person safely and in the same manner. Ancillary equipment such as hoists, sliding boards, swivel plates, etc. must all be used in the correct manner and staff must have received appropriate training in the use of the equipment.

The risk assessment should consider both routine manual handling and emergency situations when manual-handling procedures may have to be adapted (e.g. evacuation in the event of a fire). The risk assessment will help inform the procedures for that pupil's needs. Procedures should be developed with the pupil or their representatives. An individual's needs might vary day-to-day and even during the course of a day.

Schools should endeavour to ensure employees adopt the same handling techniques when assisting pupils with moving and handling to ensure a consistent and safe approach. This will help to keep the pupil calm and reduce the risk of struggling, sudden movement or violence.

The expert advice of external medical professionals should be considered where complex moving and handling problems of pupils are presented.

### **Key Actions**

- Teacher to identify and list tasks with a potential to cause injury
- Teacher, with Health and Safety Officer, complete a manual handling risk assessment for each task
- Bring the assessment to the attention of relevant staff and pupils, where relevant
- Provide manual handling information and where required training for staff and pupils
- Supervise tasks to ensure safe lifting and handling
- Review assessments at least annually
- Complete risk assessments for pupils with special needs before they enter school

## **Minibus**

### ***Legal Requirements***

The law requires that a minibus must:

- be correctly licensed
- display a valid tax certificate
- be adequately insured
- be well maintained
- have a valid MOT certificate (if more than one year old)

Ringwood Waldorf School will ensure that appropriate safety procedures are established for the minibus in line with the ROSPA Advice for Minibus Safety and their code of practice. A copy of the full code of practice is available at [www.rospa.com](http://www.rospa.com)

### **Driver Training**

It is essential that the school is satisfied that all persons authorised to drive are competent to drive a school vehicle containing pupils safely. The absolute minimum requirements to comply with our insurance are that the drivers:

- are over the age of 21
- have category D1 on their licence
- have at least two years experience as a qualified driver
- hold a current full driving licence with no more than 6 penalty points. If a driver has less than 6 points, the driver may still be precluded if the points are for dangerous driving

To comply with the above, the school has gone further in its quest to ensure that pupils are driven in safety.

Prior to transporting pupils for the first time, all drivers will be given the opportunity of a vehicle familiarisation session to include:

- daily vehicle checks
- pre-journey checks
- general driving safety
- road testing
- emergency stop
- use of mirrors and indicators
- reversing using mirrors only
- passenger safety
- passenger comfort

All new drivers will be added to the list of authorised minibus drivers.

Staff who passed the test to drive a car after 01.01.98 are required to successfully complete a PSV test to drive the academy minibuses.

## **Drivers Hours**

It is the school's policy that if there is a trip which involves a driver being in charge on an extended day, then a second adult should accompany the party and that person should be competent to share the driving to reduce the possibility of driver fatigue. An extended day is anything beyond 7.00 pm when the teacher started work at 8.45 am. This requirement is non-negotiable.

## **Driver's Responsibilities**

Whilst the school will ensure a weekly check of the condition of the minibuses, drivers are responsible for the following checks before embarking on their trips:

- do a visual inspection of the minibuses which includes tyre pressure checks and that the windscreen and glass is clean and can be seen through
- check brakes to see that they are functioning correctly
- ensure that mirrors and seat are in the correct driving position
- check that all lights are functioning correctly
- ensure that all seat belts are being worn. This includes all passengers, who must wear a seat belt
- ensure that the windscreen washer system works and that wipers are functioning correctly
- ensure that the vehicle is correctly loaded and that no more than sixteen passengers are being carried
- emergency exits must not be blocked
- ensure that all doors are correctly closed
- check that you have enough fuel for your journey
- as soon as possible after moving off, the driver should carry out a running brake test and at the same time, check the operation of the seat belts
- at intervals throughout the journey, all instruments and warning lights should be checked and necessary action taken if a fault is indicated
- ensure that food and drink are not consumed on the vehicle
- make sure that no rubbish is left on the vehicle and ensure that no malicious damage has occurred to the interior of the vehicle

At the end of the journey the driver must lock and make the vehicle secure. Keys should only be taken just prior to making use of the minibuses. The keys should be returned immediately after use.

## **Passenger Responsibilities**

- must wear seat belts and always remain in their seats until instructed otherwise
- must never distract the driver by shouting, etc
- pupils should not eat or drink on the vehicle
- must make sure that escape routes are not blocked by bags, etc
- pupils are ambassadors of the academy and must never bring its name into disrepute by gesturing, etc
- passengers found to have vandalised the minibuses may face a ban from using it again and be required to pay for damages

## **Accident Procedures**

If an accident occurs and any personal injury or damage to third party property is involved, then the driver must stop. He/she must be prepared to give his name and address and details of the owner of the vehicle to a Police Officer or any other person having reasonable grounds to ask. If for any reason the driver is not able to give these details then he/she must report in person to a Police Station as soon as practically possible, otherwise an offence is committed, and in any event not later than twenty-four hours afterwards.

Report the accident immediately to the school and complete the appropriate forms for onward transmission to our insurers.

## **Breakdown and Recovery**

The minibuses are covered for breakdown and recovery. Details of how to contact the providers and our membership numbers are in the minibus.

## **First Aid**

All minibuses contain first aid boxes which are checked at the end of each term. The contents of these boxes include:

- antiseptic wipes
- bandages
- assorted adhesive dressings
- plasters
- eye pads
- scissors.

Any use of the first aid kit must be reported as soon as possible thereby maintaining a full kit at all times.

**Minibuses must not be used for private use.**

## **Weekly Checks**

Weekly checks of the minibuses will be carried out and recorded.

Any defects in the minibuses noted by staff should be notified immediately to the nominated person who will then determine whether or not the vehicle should be taken off the road and repairs carried out.

The minibuses are inspected every ten weeks and serviced in line with the manufacturers recommendations.

## **Incorrect Use of the Minibuses**

A driver who breaks the speed limit will be responsible for paying his/her own fines. Similarly fines imposed for incorrect car parking or negligent driving will be the responsibility of the driver. Any damage caused to the minibuses through incorrect use, may result in the driver being asked to contribute fully or partially to any excess payable by the academy.

## **Speed Limits**

The speed limit for minibuses is as follows:

- 30 mph not 40 mph on urban carriageways
- 50 mph not 60 mph on single carriageways
- 60 mph not 70 mph on dual carriageways
- 70 mph on motorways unless mechanically limited to 62mph.

## **List of Authorised Drivers**

The school (Admin Group) will keep a list of drivers who have been authorised to drive the minibuses.

Authorisation may be withdrawn at any time by the College of Teachers. Any member of staff who has been advised not to drive their own vehicle for medical reasons must advise the school immediately.



## **New and Expectant Mothers**

Ringwood Waldorf School recognises that the general precautions taken to protect the health and safety of the workforce as a whole may not in all cases protect new and expectant mothers and there may be occasions when, due to their condition, different and/or additional measures will be necessary.

To implement effective measures for new and expectant mothers the school will ensure that:

- employees are instructed at induction to inform their manager of their condition at the earliest possible opportunity and that the highest level of confidentiality is maintained at all times
- risk assessments are carried out for all work activities undertaken by new and expectant mothers and associated records and documentation maintained
- new and expectant mothers are not allowed to work with chemicals of a mutagenic/teratogenic classification
- necessary control measures identified by the risk assessment are implemented, followed, monitored, reviewed and, if necessary, revised
- new and expectant mothers are informed of any risks to them and/or their child and the controls measures taken to protect them
- any adverse incidents are immediately reported and investigated
- appropriate training etc is provided where suitable alternative work is offered and accepted
- provision is made to support new and expectant mothers who need to take time off work for medical reasons associated with their condition
- where relevant a suitable rest area is provided to enable the new or expectant mother to rest in a degree of privacy and calm
- where risks cannot be eliminated or reduced to an acceptable level then consideration will be given to adjusting working conditions and/or hours or if necessary providing suitable alternative work or suspension with pay

## **Personal Protective Equipment**

Ringwood Waldorf School provides personal protective equipment (PPE) when the risk presented by a work activity cannot be eliminated or adequately controlled by other means. When it is provided, it is because health and safety hazards have been identified that require the use of PPE and it is therefore necessary to use it in order to reduce risks to a minimum.

To effectively implement its arrangements for the use of PPE the school will:

- ensure that PPE requirements are identified when carrying out risk assessments
- use the most effective means of controlling risks without the need for PPE whenever possible and only provide PPE where it is necessary
- carry out an assessment to identify suitable PPE
- ensure that if two (or more) items of PPE are used simultaneously, they are compatible and are as effective used together as they are separately
- ensure PPE is available to all staff who need to use it
- provide adequate accommodation for correct storage of PPE
- provide adequate maintenance, cleaning and repair of PPE
- inform staff of the risks their work involves and why PPE is required
- instruct and train staff in the safe use and maintenance of PPE
- make arrangements for replacing worn or defective PPE
- review assessments and reassess the need for PPE and its suitability whenever there are significant changes or at least annually

Employees provided with PPE for their own personal use at work will be required to sign to confirm its receipt.

## **Physical Education**

Ringwood Waldorf School is committed to safe practice in physical education and games, and recognises that the school and the teaching staff and others in positions of responsibility have a duty of care for those in their charge to ensure that planning and implementation include recognition of safety as an important element.

Young people should learn about the principles of safety as applied to themselves and to the care and well being of others. This should be a planned and intentional aspect of the curriculum.

The school follows the standards set out in 'Safe Practice in Physical Education and School Sport' produced by the Association for Physical Education.

### **Implementation**

The Games & Gymnastics Teacher is responsible for ensuring this policy is brought to the attention of any assistants, and for ensuring that it is complied with.

The Games & Gymnastics Teacher is also responsible for completing an Association for Physical Education (afPE) PE risk assessment form for each PE event where significant health and safety hazards are reasonably foreseeable and for bringing risk assessments to the attention of relevant staff.

### **Staff competence and qualifications**

Teachers with responsibility for the planning and delivery of PE programmes should have satisfactorily completed appropriate initial and/or in-service training which cover all those aspects of activity required to be taught, as recognised by the DfE.

Where there are specific National Governing Body Certificates available for certain sport or activities, teachers planning or supervising these activities should be certificated as appropriate.

Only in exceptional circumstances and with great care should teachers of other subjects who have no specialist training in physical education be time-tabled to teach PE. Those teaching staff should not take full responsibility for any aspect of physical activity where there are elements of hazard and attendant risk. This will include swimming, gymnastics, athletics and throwing events.

### **Supervision of pupils**

Unqualified teachers will not be required to teach in areas where they lack the appropriate experience and expertise, particularly where there are safety implications. A qualified specialist teacher should closely supervise PE classes. It is not acceptable for non-teaching staff to supervise a practical class on their own.

### **Adults other than Teachers (AOTT's)**

When/if adults other than teachers are used to support the delivery of physical education and in the extended curriculum to:

- support and work alongside teacher(s) in the delivery of the curriculum
- work alongside and support teachers in the development of school clubs and teams on the school site
- deliver off-site activities

The school Trustees continue to have a duty of care that operates for any activity in which pupils are engaged. Teachers cannot transfer this duty and therefore AOTT's must work alongside teachers with supervision.

The school will ensure that stringent checks, including Disclosure and Barring Service (DBS) checks, are made before allowing any unsupervised access to children.

Refer: 'Guidelines for Local Education Authorities, Schools and Colleges' in the use of 'Adults other than Teachers in Physical Education and Sport Programmes', BAALPE.

### **Class sizes in Physical Education**

In determining the size of teaching groups in physical education, account will be taken of:

- nature of the activity
- age, experience and developmental stage of pupils
- requirements of National Curriculum

### **Risk Assessment**

The school will create and maintain a risk assessment for each PE work area.

Significant hazards and their control measures will be included in "schemes of work" as appropriate. All staff working in PE and school sport will be made aware of these findings and be involved in their review.

### **Manual handling and storage of equipment**

Where possible manual handling tasks should be avoided or the risk of handling injury minimised by appropriate task design or the use of handling aids (e.g. trolleys). The layout of storage areas should minimise the need to stretch, reach, bend or twist the body excessively to reach frequently used or heavy items. This can be enhanced by ensuring that storage areas are kept tidy and well organised.

### **Apparatus Handling by Pupils**

It is an integral part of the subject to involve pupils in apparatus handling, particularly in gymnastics. However this must be carried out in such a way as to reduce risk to pupils as far as is reasonably practicable. The school will make arrangements to enable pupils to learn how to handle equipment safely according to their age and strength.

### **Inspection of equipment**

All indoor PE facilities (gymnasiums, halls, sports halls, multi-gyms etc.) and equipment will be inspected termly and records kept.

Games & Gymnastics staff should carry out pre-use visual checks of equipment to identify obvious defects this includes a visual sweep of playing areas prior to use to ensure any hazardous objects are removed.

Games posts to be kept in good condition, lighter portable posts secured to prevent them falling over free standing posts secured and all posts checked regularly

### **Hazards and equipment defects**

It is the responsibility of the games & gymnastics teacher to be aware and informed of any hazards, and pass relevant information to any assistants, and if necessary to the Administrator; e.g., defects to equipment, so that appropriate action can be taken.

If the teacher in charge considers a defect to be a significant threat to health and safety, the equipment must be taken out of action until the defect to the equipment has been remedied and/or the College agrees it is safe to be used. A notice must be hung on the equipment indicating that it is faulty and must not be used.

### **Emergency procedures**

The Games & Gymnastics teacher is responsible for preparing written emergency procedures for activities where there is a risk of serious and imminent danger to any assistants and/or pupils. Where assistants are allocated specific tasks to perform in an emergency their role will be detailed and they will be suitably trained.

### **Away Fixtures**

Such risks could be significant in the case of an injury to pupil(s) during a lesson both on-site and off-site. Effective procedures are complicated by when and where the emergency happens. The school will consider what they will do during away fixtures and matches and agree procedures that will ensure effective handling of the situation.

### **First Aid**

The school will ensure that a suitable numbers of trained first aiders are available.

A travelling first aid kit and clear, effective procedures for contacting the emergency services is considered to be the minimum requirement.

Procedures to address the needs of injured pupils and the remainder of the group away from school premises and the managing accidents will be included in games/PE risk assessments.

### **Clothing and Footwear**

This must be appropriate to the activity.

Suitable footwear must be worn on all occasions. Specific requirements are:

- Games, athletics, cross-country running, if applicable for age groups

Training shoes are acceptable in most circumstances. However, the soles must provide satisfactory grip, particularly in wet conditions. Where appropriate, studded footwear should be worn. Participation in 'everyday shoes', such as those with heels or open toes, must not be permitted under any circumstances. Footwear must always be secured by suitable fastenings. Long, loose laces and flapping tongues present a significant hazard.

In football related activities, pupils in boots / blades and those in trainers will involve an assessment of the pupils footwear to ensure it is suitable part of the on-going risk assessment undertaken by the teacher.

- Indoor activities, (dance, gymnastics, etc.)

Participation with bare feet will enhance the quality of work considerably, thereby making it much safer. If the condition of the floor does not allow bare feet, then soft soled plimsolls provide the best alternative. During activities, such as 'step aerobics', where excessive and repeated impact might be anticipated, suitable training shoes must be worn.

## **Risk Assessment**

Risk assessment is a systematic examination of what within our school can cause harm to people and it helps us determine whether we are doing enough or further actions are required to reduce the likelihood of injury or ill health.

Our policy is to complete a risk assessment of all our known and reasonably foreseeable health and safety hazards covering all our premises, people, equipment and activities in order to control risks and to plan and prioritise the implementation of the identified control measures.

We will ensure that:

- assessments are carried out and records are kept
- control measures introduced as a result of assessments are implemented and followed
- employees are informed of the relevant results and provided with necessary training
- any injuries or incidents lead to a review of relevant assessments
- assessments are regularly monitored and reviewed
- suitable information, instruction and training will be provided to all persons involved in the risk assessment process

We may be controlling risks in various ways, determining the effectiveness of those controls is part of our risk assessment process.

It is the responsibility of the College of Teachers to ensure risk assessments are conducted, in practice the actual assessment process will be delegated to the Health & Safety Officer, Fire Officer, Subject Teachers, Caretaker, and Building & Maintenance Group, as relevant.

Generic/Model risk assessments are acceptable so long as the assessor:

- satisfy themselves that the 'model' risk assessment is appropriate to their work; and
- adapt the model to their own actual work situations

When completing risk assessments it may be necessary to refer to the relevant subject guides:

### **Science**

CLEAPSS <http://www.cleapss.org.uk/>  
CLEAPSS School Science Service Laboratory Handbook  
CLEAPSS Hazcards

### **Art**

National Society for Education in Art & Design (NSEAD)  
<http://www.nsead.org/hsg/index.aspx>

### **Physical Education**

Safe Practice in Physical Education and School Sport' BAALPE/afPE <http://www.afpe.org.uk/>

### **Offsite visits**

Health and Safety of Pupils on Educational Visits. DfE  
Outdoor Education Advisers Panel. <http://www.oeap.info/>

## **Safeguarding**

All education professionals, including administrative and facilities staff as well as teaching staff, have a statutory duty of care to all pupils. This duty extends to promoting the welfare of pupils who require additional support but are not suffering harm or at immediate risk of harm.

The school will promote awareness and best practice to deal with situations of suspected abuse or neglect and situations in which staff are best placed to observe such signs. The College of Teachers will appoint an appropriate individual or group as the designated safeguarding lead, who is responsible for providing support to staff members in their safeguarding duties and for liaising closely with the relevant social services such as children's social care.

### **School Responsibilities**

The school will:

- contribute to inter-agency working for safeguarding and child protection in line with statutory requirements
- implement a suitable safe recruitment process
- implement and enforce a child protection policy and a staff behaviour policy or code of conduct
- provide appropriate training to all staff members
- provide the designated safeguarding lead with appropriate authority, time, funding, resources, training and support to allow them to effectively carry out their duties
- implement a suitable procedure for handling allegations against members of staff
- maintain trust in the teaching profession
- provide a safe environment in which children can learn
- provide training to pupils about safeguarding as part of a balanced curriculum

### **Staff Responsibilities**

The school requires all staff to:

- assist in providing a safe environment in which children can learn
- raise all concerns with the designated safeguarding lead, including concerns about other staff members
- always err on the side of caution and report suspected cases of abuse or neglect
- report concerns directly to children's social care if it is not possible to raise them with the designated safeguarding lead
- always act in the best interests of the child

**If at any point there is a risk of immediate serious harm to a child, staff members should make an immediate referral to children's social care. If the child's situation does not improve, staff members with concerns should press for re-consideration.**

### **Recruitment**

The law places requirements on all employers to ensure that all staff engaged to work with children are suitable to do so. We will take all reasonable steps in the employment process including carrying out checks on:

- Employment history considering any and all gaps in employment history
- Qualifications and professional registration
- Proof of identity (birth certificate and passport); and
- References.

We will also check current or prospective employees' criminal records and whether they are included on lists of people barred from working with vulnerable groups.

### **Disclosure and Barring Services (DBS) and other checks**

A DBS check will be made for all staff members who will be required to engage in regulated activities prior to employment and the school will carry them out in line with current legislation. Enhanced DBS checks and/or barred list checks will be made for staff members as necessary. Post-employment DBS checks will be carried out for staff members who did not previously take part in regulated activities but who now will be involved in such activities. The school will implement suitable procedures to ensure that staff promoted or moved to such positions will not be permitted to start their new roles until the proper DBS checks are complete.

### **Record Keeping**

We will ensure that appropriate, accurate, legible and contemporaneous records of safeguarding concerns are made and stored securely in accordance with the Data Protection Act 1998.



## **Science**

This policy sets out the schools arrangements for ensuring that practical work within the science block is carried out safely and that safety control measures applied are pragmatic and proportionate so as not to inhibit good teaching.

The task of overseeing health and safety within the science department is that of the Subject Teacher.

### **Information**

All staff are issued with a copy of this policy which they should keep in their personal health and safety portfolio.

Any new instructions, restrictions or rescinded (lifted) restrictions made by the school are communicated to all staff in writing.

### **Monitoring and checking**

The school requires the science department to monitor the implementation of this policy. Records of monitoring are kept by the Subject Teacher.

### **Training**

Any non-science staff who have to supervise any class in a laboratory will receive brief training in laboratory rules.

Records of the training received by are kept on file.

### **Risk Assessments**

The school follows the recommendation of the Health and Safety Executive to adopt 'model' or 'general' risk assessments adapted to the school curriculum and facilities.

Whenever a new course is adopted or developed, all activities (including preparation and clearing-up work) are to be checked against the model risk assessments and significant findings incorporated into texts in daily use, i.e., the scheme of work, set of lesson plans, syllabus, technician notes.

If a model risk assessment for a particular operation involving hazards cannot be found in these texts, a special risk assessment is to be completed. In order to assess the risks adequately, the following information is collected:

- details of the proposed activity
- the age and ability of the persons likely to do it
- details of the room to be used, i.e., size, availability of services and whether or not the ventilation rate is good or poor
- any substance(s) possibly hazardous to health
- the quantities of substances hazardous to health likely to be used, including the concentrations of any solutions
- class size
- any other relevant details, e.g., high voltages, heavy masses, etc

**Lesson plans have been checked against the model risk assessments, personnel should deviate from it only if their proposed activities have been also checked with the models and where appropriate agreed with the Subject Teacher.**

Where an activity must be restricted to those with special training, that restriction is included in a note on the text.

### **Fume Cupboards**

The school will arrange regular testing of fume cupboards at a maximum interval of 14 months but require teachers to perform a quick check before use. Records of the tests are kept on file.

All users should be trained to carry out a quick check that a fume cupboard is working before use.

### **Equipment Safety**

All staff selecting equipment for purchase will check that it is safe and suitable for the intended purpose (to comply with the *Provision and Use of Work Equipment Regulations*). Equipment listed by specialist educational equipment suppliers is taken to meet these *Regulations* but all other equipment, especially gifts, is treated with caution and carefully assessed.

Any user who discovers a hazardous defect in an item of equipment must report it to the Head of Department or other nominated person.

### **Personal Protective Equipment**

The school accepts the duty to provide eye protection, gloves and laboratory coats for employees where the risk assessment requires them and safety spectacles for pupils. The condition of the eye protection is checked at the start of each term.

### **Chemicals**

The safe storage and, where necessary, disposal of chemicals including highly-flammable liquids, will be arranged in accordance with the requirements of the *Dangerous Substances and Explosive Atmospheres Regulations (DSEAR)* in order to ensure that chemicals are stored securely, the risks of fire, explosion and spillage are minimised, labels are readable and that a spill kit is available and properly replenished.

Hazardous activities involving chemicals is restricted to those who have received special training and as identified in the texts in daily use as part of the risk assessment.

### **Waste disposal**

Waste chemicals and equipment are disposed of in an environmentally-responsible manner in accordance with relevant legislation.

### **Safe disposal of Sharps**

All sharps must be correctly and safely disposed in a leak-proof, puncture resistant, lockable container. The container should not be filled more than two thirds then sealed and disposed as per the school procedure.

### **Security**

Access to laboratories and preparation rooms/area will be controlled to prevent unauthorised access. All science rooms including store rooms are to be kept locked at all times except when in use. It is the task of the staff member leaving such a room to see that the room is empty and that the door is locked. All laboratories which are left open are cleared of all hazards, including shutting-off all services when supervision by a suitably-trained teacher or teaching assistant comes to an end. No class is allowed to be in a laboratory without adequate supervision.

All science areas are made safe for cleaners or contractors to work in before these persons are allowed to proceed.

### **Fire fighting equipment**

Two 2 kg carbon-dioxide extinguishers and one fire blanket provided for fire fighting are the standard for Science classrooms.

When using flammable metals, it is better to have a bag of sand immediately available in case of fire. Dry powder extinguishers may cause permanent damage to computers and lead to such a mess that industrial cleaning will be required. A fire blanket can be used to smother fires, often causing less damage than a carbon dioxide extinguisher, which may blast apparatus across the bench.

### **Spills**

Trivial spills are dealt with using damp cloths or paper towels. Spills of any amount which do not give rise to significant quantities of toxic or highly-flammable fumes ('minor spills') are dealt with by teachers using a 'spill kit' provided for this purpose.

Major spills are those involving the escape of toxic gases and vapours or of flammable gases and vapours in significant concentrations. (Small amounts can be 'major spills' if spilt in small rooms.) Staff are trained in the appropriate procedures which may involve calling the Fire Service. This training is supported by regular drills arranged by the Admin Group.

## **Stress**

The Health and Safety Executive define stress as “the adverse reaction people have to excessive pressure or other types of demand placed on them”. This makes an important distinction between pressure, which can be a positive state if managed correctly, and stress which can be detrimental to health.

Stress at work can come about for a variety of reasons. It may be excessive workload, unreasonable expectations, or overly-demanding work colleagues. The school will endeavour to ensure a pleasant working environment and that employees are as free from stress as possible.

We will:

- work to identify all workplace stressors and conduct risk assessments to eliminate stress or control the risks from stress
- regularly review risk assessments
- consult with employees on issues relating to the prevention of work-related stress
- provide access to confidential counselling for employees affected by stress caused either by work or external factors
- provide training for all managers and supervisory staff in good management practices

Employees who experience unreasonable stress which they think may be caused by work should raise their concerns with their Manager or through the school’s grievance procedure.

Following action to reduce the risks, they shall be reassessed. If the risks remain unsustainable by the employee concerned, efforts shall be made to reassign that person to other work for which the risks are assessed as tolerable.

## **Supporting Pupils with Medical Needs**

Ringwood Waldorf School's policy is to support pupils to attend school who have a medical condition. The school will therefore support the administration of short and long term medication and medical techniques where this is necessary for the pupil to continue to be educated at school. The school will also put in place procedures to deal with emergency medical needs.

The school will establish procedures to ensure that all concerned, staff, parents, pupils and, where relevant, health professionals are aware of the pupil's condition and what steps have been agreed either to manage the condition on a daily basis or to be implemented in case of an emergency.

It is stressed however that the administration of medication is undertaken on a voluntary basis by staff and it will only be done where the procedures are followed.

### **Health Care Plans**

Parents are responsible for providing the school with up to date information regarding their child's health care needs and providing appropriate medication.

Individual health care plans are in place for those pupils with significant medical needs e.g. chronic or ongoing medical conditions such as diabetes, epilepsy, anaphylaxis etc. These plans will be completed at the beginning of the school year / when child enrolls / on diagnosis being communicated to the school and will be reviewed/updated annually.

All staff are made aware of any relevant health care needs and copies of health care plans are available on the schools computer network.

Staff will receive appropriate training related to health conditions of pupils and the administration of medicines by a health professional as appropriate.

### **Administering Medicines**

No child under 16 should be given medicines without their parent's written consent. Any member of staff giving medicines to a child should check: the child's name; prescribed dose; expiry date; written instructions provided by the prescriber on the label or container.

If in doubt about any procedure staff should not administer the medicines but check with the parents or a health professional before taking further action. If staff have any other concerns related to administering medicine to a particular child, the issue should be discussed with the parent, if appropriate, or with a relevant health professional.

### **Self-Management**

It is good practice to support and encourage children, who are able, to take responsibility to manage their own medicines from a relatively early age. As children grow and develop they should be encouraged to participate in decisions about their medicines and to take responsibility.

Older children with a long-term illness should, whenever possible, assume complete responsibility under the supervision of their parent. Children develop at different rates and so the ability to take responsibility for their own medicines varies. This should be borne in mind when making a decision about transferring responsibility to a child. There may be circumstances where it is not appropriate for a child of any age to self-manage. Health professionals need to assess, with parents and children, the appropriate time to make this transition.

Where children have been prescribed controlled drugs, staff need to be aware that these should be kept safely. However children could access them for self-medication if it is agreed that it is appropriate.

## Refusing Medicines

If a child refuses to take medicine, staff should not force them to do so, but should note this in the child's record and follow the agreed procedures. Parents should be informed of the refusal on the same day.

## Educational Visits

The school will consider what reasonable adjustments they might need to make to enable children with medical needs to participate fully and safely on visits. This might include reviewing and revising the visits policy and procedures so that planning arrangements will include the necessary steps to include children with medical needs. It might also include risk assessments for such children.

Sometimes additional safety measures may need to be taken for outside visits. It may be that an additional supervisor, a parent or another volunteer might be needed to accompany a particular child. Arrangements for taking any necessary medicines will also need to be taken into consideration. Staff supervising visits should always be aware of any medical needs and relevant emergency procedures. Copies of health care plans should be taken on visits in the event of the information being needed in an emergency.

## Sporting Activities

Any restrictions on a child's ability to participate in PE should be recorded in their individual health care plan. All adults should be aware of issues of privacy and dignity for children with particular needs.

Some children may need to take precautionary measures before or during exercise and may also need to be allowed immediate access to their medicines such as asthma inhalers. Staff supervising sporting activities should consider whether risk assessments are necessary for some children, be aware of relevant medical conditions and any preventative medicine that may need to be taken and emergency procedures.

## School Transport

Where pupils have life threatening conditions, specific health care plans should be carried on vehicles. The care plans should specify the steps to be taken to support the normal care of the pupil as well as the appropriate responses to emergency situations.

All drivers and escorts should have basic first aid training. Additionally trained escorts may be required to support some pupils with complex medical needs. These can be healthcare professionals or escorts trained by them.

Some pupils are at risk of severe allergic reactions. Risks can be minimised by not allowing anyone to eat on vehicles. All escorts should also be trained in the use of an adrenaline pen for emergencies where appropriate.

## Non Prescription Medication

Non prescription medication should not be administered by school. This includes paracetamol and homeopathic medicines.

Staff may not know whether the pupil has taken a previous dose, or whether the medication may react with other medication being taken. **A child under 16 should never be given medicine containing aspirin, unless prescribed by a doctor.**

Where it is necessary to administer non-prescription medicine to a child, specific written permission must be obtained from parents / carers and the administration documented.

If a pupil suffers regularly from acute pain, such as migraine, the parents should authorise and supply appropriate painkillers for their child's use, with written instructions about when the child should take the medication. A member of staff should notify the parents that their child has requested medication and supervise the pupil taking the medication if the parents have agreed to it being taken.

## **Temporary Staff and Volunteers**

Ringwood Waldorf School will take the necessary measures to ensure the health and safety of any staff members employed on a temporary or voluntary basis.

To achieve this, the school will provide temporary or voluntary staff with the following information prior to starting work:

- details of the qualifications and skills are required to do the work safely
- the requirements of the safeguarding policy
- any risks to health and safety identified by workplace risk assessments
- the preventive measures to be taken
- safe working procedures
- the action to be taken in the event of an emergency

The competence of temporary or voluntary staff will be assessed to ensure they are capable of working safely.

Trainee teaching staff or student teachers will additionally be required to complete the proper DBS checks before they are permitted to start work.



## **Training**

Training in health and safety is a legal requirement and also helps create competent staff at all levels within the school to enable them make a far more effective contribution to health and safety, whether as individuals, teams or groups.

Competence of individuals through training helps individuals acquire the necessary skills, knowledge and attitude which will be promoted by managers and supervisors throughout the school.

Our training objectives will cover three areas, that of the organisation, the job and individuals.

All staff will need to know about:

- the health and safety policy
- the structure and system for delivering this policy

Staff will need to know which parts of the system are relevant to them, to understand the major risks in our activities and how they are controlled.

Managers and supervisors training needs will include:

- leadership and communication skills
- safety management techniques
- skills on training and instruction
- risk assessment
- health and safety legislation
- knowledge of our planning, measuring, review and audit arrangements

All our staff training needs will include:

- relevant health and safety hazards and risk
- the health and safety arrangements relevant to them
- communication lines to enable problem solving

All staff will also receive **induction training**. Such training will cover:

- fire procedures including warning systems, actions to be taken on receiving warning, locations of exits/escape routes, evacuation and assembly procedures,
- first aid/injury procedures including reporting and the names of first aiders/appointed persons,
- instruction on any prohibition areas (i.e. no smoking),
- issue of protective clothing/equipment and its use,
- instruction under COSHH,
- mandatory protection areas,
- thorough instruction applicable to their particular duties at work

Training needs will be reviewed as a result of job changes, promotion, new activities or new technology, following an accident/incident and performance appraisal.

Records of training will be kept for all employees.

Employees must:

- participate in the induction training activities they have been required to attend or carry out
- work according to the contents of any training they receive
- ask for clarification of any points they do not fully understand
- not operate hazardous plant or equipment, use hazardous chemicals or carry out any hazardous activity unless they have been appropriately trained and instructed

## **Violence to Staff**

Ringwood Waldorf School recognises that in certain situations violent behaviour towards staff may occur and therefore will take all reasonable measures to protect staff from violence and aggression.

We define violence and aggression as:

- actual or threatened physical assaults on staff
- psychological abuse of staff
- verbal abuse which includes shouting, swearing and gestures
- threats against employees

To achieve this objective we will:

- carry out risk assessments of potential conflict situations to determine the control measures necessary to protect staff
- ensure that premises are kept secure
- inform all employees of the procedure following a violent or challenging behaviour incident
- not tolerate violence or challenging behaviour towards our employees
- train our employees who may be exposed to violence or challenging behaviour situations
- support the employees involved in any incident
- support their decisions regarding the pressing of criminal charges
- provide any counselling or post-incident assistance required by the employees
- keep records of all incidents of violence and aggression and review the control measures with a view to continual improvement in employee safety

## **Voice Care**

### **Introduction**

Teachers are particularly at risk of developing voice problems. Female voices are more vulnerable and some subjects, e.g. physical education, music and technology are more risk to the voice than others.

Environmental factors can contribute to voice strain. In schools these can include:

- class size
- class layout and design
- noise
- acoustics
- chalk dust, fumes, irritants
- uncomfortable temperature, poor ventilation

Research also indicates that as the voice influences the listener's reaction, the teacher's voice quality can affect pupil learning.

The most common voice misuse is shouting and screaming, strained loud voice and also excessive throat clearing. The usual symptoms of voice problems are:

- throat pain when speaking or swallowing
- sore throat in the morning which disappears when the voice "warms up"
- hoarse, tired voice in the evening
- increase in mucus
- rapidly-changing pitch or loss of control of voice

### **Aim**

We aim to ensure that appropriate steps are taken in to minimise the risks to our employees' voices. To achieve this we will;

- identify those teaching areas where a risk of voice loss may occur
- assess the risk of voice loss in each area
- implement measures to reduce the risk of voice loss as far as reasonably practicable in areas identified as at risk
- provide information to employees on the risk of voice loss and how to reduce the risk
- keep records of reports of voice problems
- refer affected employees to occupational health

**Employees** will be encouraged to seek medical help if there is:

- persistent hoarseness for more than 2-3 weeks
- regular hoarseness or voice loss
- significant voice quality changes
- constant vocal fatigue
- difficulty or pain when swallowing

### **Monitoring and Review**

We will:

- keep a log of any incidents or requests for help
- work with Teachers to make appropriate risk assessments
- ensure that appropriate action is taken
- log progress and outcomes as part of our health and safety management system
- make a termly report to the College

**The College/Administrator** will report on any cases to the RWS Trustees.

## **Work At Height**

Ringwood Waldorf School will take all reasonable steps to provide a safe working environment for all employees who may be affected by work at height activities, e.g., Buildings & Maintenance personnel.

The school will ensure that:

- all work activities that involve work at height are identified and assessed
- the need to undertake work at height will be eliminated whenever it is reasonably practicable to do so
- all work at height is properly planned and organised
- all employees required to use stepladders or ladders are competent
- regular inspections of all stepladders and ladders are undertaken
- any contractors on school property comply with this policy
- ladders and stepladders are secured to prevent unauthorised use

### **Risk Assessment for Work at Height**

For all activities involving work at height a risk assessment must be conducted and the findings recorded. This assessment should consider both the work to be done and the most appropriate access equipment to be used (not just what is available) to achieve a safe system of work.

When determining control measures the following hierarchy of controls for work at height as follows must be considered:

- avoid the risk by not working at height, for example by working from existing platforms, using long reach equipment etc. If it is not practicable to do the work safely in some other way then:
- use work equipment or other measures to prevent falls; and
- where the risk of a fall cannot be eliminated further controls to minimise the distance and consequences of a fall should one occur.

The detail of the assessment will depend on the level of risk involved, as a general guide the risk assessment should consider:

- the task and activity involved
- the people (medical conditions etc.)
- equipment to be used including erection and dismantling
- the location ( proximity to roads, overhead electrical cables etc)
- the environment, poor conditions and slippery surfaces ( weather, temperature etc.)
- the affect on pedestrians, falling objects

## **Using Ladders (including stepladders)**

Ladders should not be used simply because they are readily available, the risk assessment should determine if a ladder or stepladder is appropriate for the task.

Ladders and stepladders should only be used for short duration tasks (less than 30 minutes), light duty tasks or where more suitable access equipment cannot be used due to existing features of the site which cannot be altered.

For example whilst a ladder may reach, if the task requires strenuous work, carrying bulky / heavy equipment or likely to take more than 30 minutes then an alternative means of access such as a tower scaffold or podium steps would be more appropriate.

Only those persons who have been trained to use ladders safely may use them.

All ladders should be secured against unauthorised use.

Prior to use it should always be ensured that the ladder is in good condition and fit for purpose.

Where ladders are to be used to work from it should be ensured that:

- a secure handhold and support are available at all times
- the work can be completed without stretching
- the ladder can be secured to prevent slipping

## **Equipment identification / inspection**

The school will compile a register of equipment (excluding kick stools). Where there is more than one piece of equipment each should be indelibly marked with an identifying number.

Equipment for work at height, should be inspected prior to use and by a competent person termly/6 monthly. The inspection will depend upon the complexity of the equipment.

In the case of tower scaffolds a competent person must inspect these prior to its first use and thereafter every 7 days that it remains in place.

## **Work Experience Placement**

This Policy on work experience relates to the placement of pupils on employers' premises in which the pupil carries out a particular task or duty, or range of tasks or duties, more or less as would an employee, but with the emphasis on the learning aspects of the experience.

The safety of pupils, whilst on work experience schemes, is recognised as of prime importance by the school and the College of Teachers will appoint a coordinator to action, control and assess work experience schemes. The coordinator will take reasonable steps to satisfy themselves that the placements they arrange will be safe and to ensure pupils are not exposed to significant risks to their health and safety.

Pupils on work experience placements with a host employer are regarded in health and safety law as their employees. The host employer therefore has a responsibility to ensure pupils are not exposed to significant risks to their health and safety.

Health and safety law defines all those under 18 as a young person and therefore at potentially increased risk in a workplace environment due to their lack of experience and maturity.

For learners with learning difficulties and disabilities (LLDD) additional safeguards may be identified and thus placements should be considered and risk assessed on an individual basis.

### **Key Actions**

- Arrange for pre-placement checks of health, safety and welfare standards of employers (placement providers) to be carried out. Child safeguarding issues must also be considered. Using the Work Experience Placement Assessment Form.
- Brief pupils prior to placements starting on their own health and safety responsibilities - and those of the employer - while on placement. Issue each pupil with a copy of the booklet: Be Safe! An introductory guide to health and safety.
- Monitor pupils health, safety and welfare while on placement and provide 'pastoral' support.

### **Risk Assessments**

Before a pupil is allowed to start on a programme of work experience the host employer must carry out a risk assessment. A Placement Employer Risk Assessment Form should be used for this purpose. Any risks identified must either be controlled or the pupil excluded from exposure to them.

The host employer must also provide the parents, or guardians, with the key findings of the risk assessment and the preventative and protective control measures introduced to minimise, or ideally eliminate any significant risks.

The parent or guardian must sign the risk assessment form and return it to the school.

### **Induction**

Pupils also need to be inducted by the employer on commencement. The induction should take place on the day the pupil first attends the work placement and before the pupil is placed in any actual work situation.



## **Prohibited and Restricted Activities**

Work experience placements must not take place where the work concerned is subject to a statutory restriction based on a young person's age, or is restricted more generally for activities that are:

- beyond their physical or psychological capacity
- exposes them to substances chronically harmful to human health, e.g. toxic or carcinogenic substances, or effects likely to be passed on genetically or likely to harm the unborn child
- exposes them to radiation
- involves a risk of accidents which they are unlikely to recognise because of their lack of experience, training or attention to safety
- involves a risk to their health from extreme heat, noise or vibration

There is an exception to these restrictions. Young persons over the minimum school leaving age, can carry out such work as long as it is necessary for their training, if they are supervised by a competent person, and any risk will be reduced to the lowest level that is reasonably practicable.

Restrictions also apply in the following cases:

- Agriculture - restrictions on the employment of young people
- Lead - prohibition of employment on employment in certain processes
- Potteries - prohibition of employment on employment in certain processes
- Wood Working Machinery - prohibition on employment of untrained young people

## **Preparation of and Support for Learners on Placements**

The school will brief pupils on:

- realistic expectations for their placement
- supervision arrangements and health and safety responsibilities of pupils and employers
- safeguarding arrangements
- arrangements for mid-placement visit and 'pastoral' support during the placement
- arrangements for debriefing, assessment and recording

The school will make suitable arrangements to visit/monitor pupils on placement as they retain the duty of care for the pupil during the placement.

The frequency of visits will vary depending on feedback from pupils and/or their parents, an accident or incident.

Host employers should be asked to report immediately (to a previously agreed contact) full details of any accident involving a pupil.

The school will provide each pupil with emergency contact details for a member of school staff who can be contacted should an incident occur or if significant concerns arise. This includes early mornings, evenings and weekends, or if a pupil is attending their placement at irregular hours.

Emergency contact details must also be available and maintained in situations where a placement continues after the end of the school term into a holiday period.

## Working Hours

The Working Time Regulations apply to pupils on work placements. Pupils should not work for more than five days in any consecutive seven day period. However, the number of hours worked and pattern of work is normally a matter for agreement by the placement provider, school and pupils. Pupils should not be asked to work excessively long hours, or unnecessarily unsocial hours, and should not work more than a standard eight hour day.

Pupils may not be assigned to work during the 'restricted period' between 22:00 and 06:00 (or after 11:00 or before 07:00 depending on the working pattern of the company).

Young persons are entitled to a daily rest period of at least 12 consecutive hours in each 24-hour period in which they are at work and to a weekly rest period of at least 48 hours in each seven-day period during which they are at work.

Pupils are also entitled to rest breaks if their working time is more than four and a half hours. The rest break should be at least 30 minutes.

## Safeguarding

There is no requirement to DBS check all staff of the host employer that may come into contact with a pupil on placement. Only a member of staff with day to day responsibility for the pupil or as part of their job description – this could be the manager, a supervisor or a mentoring employee – should be required to have a DBS check.

In the vast majority of placements – as the employer/employees involved will not have regular **unsupervised** access to young people at work – there is no need for DBS checks to take place. Around 550,000 work experience placements take place each year, and it is estimated that DBS checks take place for just one per cent of these.

However, DBS checks must be considered in all the following cases:

- a) Pupils identified by the school as vulnerable for educational, medical, behavioural or home circumstance reasons, including those who have special educational needs or are young (aged under 16).
- b) Pupils on placements lasting more than 15 days over an extended period, especially where these involve:
- c) regular lone working with an employer over long periods (rule of thumb would suggest anything over half a day at a time)
- d) placements located in particularly isolated environments with 1:1 working
- e) placements involving a high degree of travelling on a 1:1 basis
- f) placements which include a residential element

The fact that a particular placement falls into one of the above categories does not necessarily mean that a DBS check will be required. Such a decision will depend on an assessment of the overall potential risks posed to a young person and will take into account any systems in place to minimise these risks.

If any of the above three cases apply, additional safeguards should be put in place. These include:

- school staff or other partners who arrange, vet or monitor the work placements should have training in child protection
- employers, supervisors or training providers hosting pupils should be asked to endorse a child protection policy or statement of principles
- school and local authority policies and procedures should define what actions need to be taken by whom and when if any child protection issues are raised, before, during or after the placement
- pupils should also be given clear advice and a point of contact in the school in case of any problems

For clarity, DBS checks and additional safeguards (as above) are not necessary:

- for short-term extended work experience for half a day or a day a week lasting one term or less
- for block placements lasting up to three weeks
- where the placement involves contact with visitors who will only have contact with children/young people on an ad hoc or irregular basis for short periods of time
- where people will have contact with children/ young people simply because they are in the same location or as part of their work, but who will not have regular, unsupervised access to the children/young people at work
- where the placement involves Secondary age pupils undertaking voluntary work, citizenship or vocational studies or work experience in other schools. In these cases the school placing the pupil should ensure that they are suitable for the placement in question. (Reference: [‘The Work-Related Learning Guide \(Second Edition\)’ 2009](#))

## **Working Time Regulations**

The organisation will ensure that all workers under their control adhere to the working time regulations.

The working time regulations are designed to limit the number of hours individuals have to work. The school will NOT encourage employees to work over the 48 hours but workers can choose to work longer hours if they wish by opting out. Workers cannot be forced to opt out and can revoke their opt out, if they give a suitable notice period.

Individuals who are tired due to working excessive hours are more likely to suffer from mental health problems, general ill health and make mistakes leading to accidents.

A summary of the requirements for adult workers:

- a maximum of 48 hours per week, averaged out over a 17 week reference period (employees can opt out of this)
- entitlement to a minimum uninterrupted rest period of 11 hours in every 24-hour period with no opt out
- entitlement to 28 days paid holiday per year (including statutory holidays) for full time workers (pro-rata for part time workers)
- maximum of 8 hours per shift for night shift workers
- free health assessments for night shift workers
- 24 hour rest period at least once a week, can be 48 hours every fortnight with no opt out
- entitlement to a rest break, if working over six hours
- employees must not suffer any detriment if they choose not to opt out

Travelling to and from the normal work place, break periods, rest periods, holidays and sickness do not count as working time.

The reference period of 17 weeks can be increased to 26 weeks or 52 weeks by local collective agreements with recognised trade unions or official employee representatives.

A young person's maximum hours are limited to 40 hours per week with no reference period.

Young persons are generally excluded from shift working.

Refer:

- Working Time Regulations
- Working Time Regulations Opt Out Form

# **RISK ASSESSMENT**

## 8. RISK ASSESSMENT

### Risk Assessment

**Risk Assessment** involves identifying the hazards present in the work place or arising out of any work activity and evaluating the extent of the risks involved to employees and others, taking into account existing precautions and their effectiveness.

A **hazard** is something with a potential to cause harm and can include articles, substances, plant or machines, methods of work and the work environment.

**Risk** is the likelihood of harm from that hazard being realised. Risk increases with the number of people exposed to the hazard and also with the potential severity of the harm i.e. the resultant injury or ill health effect. If there are no hazards there are no risks.

The regulations require that risk assessments are '**suitable and sufficient**' in that they should identify all the significant hazards present within the business and its activities and that they should be proportionate to the risk. The assessment should cover all risks that are reasonably foreseeable.

The risk assessment must identify all those people who may be affected by the hazard, whether they are workers or others, such as members of the public.

We may be controlling risks in various ways, determining the effectiveness of those controls is part of the risk assessment process.

Health and safety law does not demand absolute safety when considering what safety controls are required but measures taken should go as far as is '**reasonably practicable**'; a balance between risk and costs, the greater the risk the greater the need to commit resources in terms of time and money to remove or control the risk.

It is a legal requirement that the significant findings of our risk assessments are brought to the attention of our employees.

### **Carrying out risk assessments**

Those who are involved in risk assessments should:

- be competent
- have knowledge and experience of working procedures in practice, potential dangers and strengths and weaknesses of existing precautions
- have knowledge and experience of how to solve problems identified by the assessment
- be in a position to give the commitment, co-operation and resources required to implement the assessment results

It is important that the person carrying out the risk assessment is competent. This means that the person must have the necessary skills and knowledge gained through experience and training and may have qualifications that enable them to make sound judgments.

## **The five stages of risk assessment**

### **STEP 1 - IDENTIFY THE HAZARDS**

Look for hazards by walking around the workplace. List the hazards that could reasonably be expected to cause harm. Ask for the opinion of employees as they may have noticed things that are not immediately obvious.

Examples of hazards include:

- cables trailing over floors
- fire
- chemicals
- work benches which are too high or too low
- electricity
- loads which have to be moved manually
- work equipment
- working environment e.g. ventilation, lighting, heating

### **STEP 2 - IDENTIFY WHO MAY BE HARMED AND HOW**

List groups of people and individuals who may be affected by the hazards e.g.:

- staff
- members of the public
- contractors on the premises

Pay particular attention to vulnerable persons, e.g. those with disabilities, visitors, female employees who are pregnant or who have recently returned to work after having a baby, inexperienced employees or young persons.

### **STEP 3 - EVALUATE AND CONTROL THE RISK**

Evaluate the risks arising from the hazards and decide whether existing precautions are adequate or if more should be done. When evaluating the extent of the risk, account should be taken of the chance of some harm occurring (likelihood), the likely severity of this, and the number of people who could be affected. The formula:

Severity x Likelihood = Risk

Is used on the risk forms within this policy manual

Even after all precautions have been taken some risk may remain. Ensure the precautions in place meet standards set by legal requirements comply with a recognised standard, represent good practice and reduce the risk as far as is reasonably practicable.

Where additional controls or further action are necessary to reduce the risk, decide what more could reasonably be done by adopting the following principles:

- avoid the risk completely
- evaluate risks which cannot be avoided
- combat risks at source
- adapt work to the individual
- make use of technical progress
- replace the dangerous with none or less dangerous
- develop an overall prevention policy
- give priority to measures which protect the greatest number of people
- give appropriate instructions to employees

## IMPLEMENTING AN ACTION PLAN

Once the level of risk has been determined and the control measures needed to reduce or eliminate the risk established, an action plan should be drawn up with timescales for implementation of the control measures.

### STEP 4 - RECORD YOUR FINDINGS

The significant findings of the assessment must be recorded since these provide evidence that something has been done, it is also a legal requirement. Keep any written assessments for future reference and ensure that employees are informed of the findings and control measures, either existing or additional, that have to be observed and used. In some circumstances the findings of the risk assessment should also be given to others who could be affected, for example agency workers, contractors etc.

#### Hazards and example controls

Hazard	Example control measures
Manual handling	Mechanical aids, hoists, getting assistance, breaking loads into smaller units, training
Hazardous substances	Substitution for less hazardous alternatives, extract ventilation, personal protective equipment, training
Work equipment (machinery, tools, etc.)	Guarding, demarcation of danger zones, restricted operation and use planned preventative maintenance, training
Ladders	Avoid working at height. correct type of ladder/stepladders, maintained, training
Electricity	Insulated tools, residual circuit breakers, fuses, earthing, inspection and testing of systems and appliances
Stairs, etc	Good lighting, handrails, non-slip surfaces, slightly raised/highlighted front edges
Fire	Detection/warning systems, fire drills, extinguishers, signs, suitable storage facilities for substances and goods, fire retardant furniture and fittings
Noise	Reduction at source, isolation, ear protection, demarcation of danger zones
Stress	Reduce/increase workload, more control over work, work suitable for the individual, avoidance of monotonous repetitive work
Work environment	Good lighting, ventilation, redesign layout of area, heaters/coolers



## **STEP 5 - MONITOR AND REVIEW THE ASSESSMENT**

It is important that the control measures are monitored and that records are kept. A regular review of the assessments should be made to take into account any changes to the methods or systems of work. You should also review the assessment following an accident, where there has been a significant change to the work, if new information comes to light, or if there is any other reason to believe that it may no longer be valid. Following the review, additional control measures should be implemented if required. Even if there are no significant changes since the original risk assessment, it should be regularly reviewed to confirm that it is still relevant and valid.

Refer

- Risk Assessment Form

## **Fire Risk Assessment**

A fire risk assessment is an organised and methodical look at the premises, the activities carried on there and the likelihood that a fire could start and cause harm to those in and around the premises.

The aims of the fire risk assessment are:

- to identify the fire hazards
- to reduce the risk of those hazards causing harm to as low as reasonably practicable
- to decide what physical fire precautions and management arrangements are
- necessary to ensure the safety of people in your premises if a fire does start

The significant findings of the fire risk assessment, the actions to be taken as a result of the assessment and details of anyone especially at risk must be recorded.

It is important that the fire risk assessment is carried out in a practical and systematic way and that enough time is allocated to do a proper job. It must take the whole of your premises into account, including outdoor locations and any rooms and areas that are rarely used. Small premises are assessed as whole, larger premises are divided into rooms or a series of assessment areas using natural boundaries, e.g. process areas, offices, stores, as well as corridors, stairways and external routes.

Risk assessments must take account of other users of the buildings and co-operation and communication of hazard and risk must be shared between businesses to ensure a co-ordinated response is prepared and implemented.

One or more competent persons are appointed to carry out any of the preventive and protective measures needed to comply with the legislation. The competent persons are an appropriately trained, employee or, where appropriate, a third party consultant.

The fire risk assessment should demonstrate that, as far as is reasonable, the needs of all relevant persons, including disabled people, have been considered.

## **Six Steps to Fire Risk Assessment**

### **1. Identify the hazards**

- Sources of ignition
- Sources of fuel
- Sources of oxygen

### **2. Identify people at risk**

- Employees
- People in and around the premises
- Vulnerable persons, disabled etc.

### **3. Evaluate, remove, reduce and protect from risk**

- Evaluate the risk of fire occurring
- Evaluate the risk to people from fire
- Remove or reduce the fire hazards
- Remove or reduce the risks to people

### **4. Consider:**

- Detection and warning
- Fire fighting
- Escape routes and travel distances
- Lighting
- Signs and notices
- Maintenance

### **5. Record, plan, inform, instruct and train**

- Record the significant findings and action taken
- Prepare an emergency plan
- Inform and instruct relevant people; co-operate and co-ordinate with other businesses
- Provide training

### **6. Review**

- Keep assessment under review
- Revise where necessary

Refer:

- Fire Risk Assessment Form

# **MONITORING HEALTH AND SAFETY**

## 9. MONITORING OF HEALTH AND SAFETY

Measurement is essential to maintain and improve our health and safety performance to identify how effectively we are controlling risks and how well we are developing a positive health and safety culture.

There are two types of performance monitoring, active and reactive.

### **Active monitoring**

Monitoring is a line manager's responsibility and in this section there are monitoring checklists for each of the key management positions to be used to determine achievement against relevant health and safety standards. In completing the checklist managers are providing evidence that they have carried out monitoring within their areas of responsibility and they are reinforcing their commitment to health and safety objectives in general and helping to develop a health and safety culture.

This approach to proactive monitoring gives Ringwood Waldorf School feedback on our performance before an accident, incident or case of ill health.

Personnel with defined health and safety responsibilities must monitor in detail the areas for which they have day to day control. Much of this checking will be informal and not recorded but formalised, structured checks are also essential to ensure all areas are covered and to demonstrate compliance to the school's senior management who must in turn seek assurance that first line monitoring is taking place.

Employees who take a proactive interest or represent groups for health and safety can also be involved with monitoring and may take the format of a health and safety tour or if more formally via a devised checklist.

Refer:

- Health and Safety Inspection Form

### **Reactive monitoring**

Reactive monitoring of events including accidents, incidents, cases of ill health or property damage provide an opportunity to check performance and learn from mistakes and improve control measures.

Trends and common features arising from accident and incident investigation can identify jobs or activities where future health and safety initiatives would be most beneficial. Investigations may also provide valuable information in the event of legal action or an employee claim.

**Ringwood Waldorf School Trustees/Council (Governing Body)**

To be completed: **Annually**

Date:

<b>Subject</b>	<b>Yes</b>	<b>No</b>	<b>Comment</b>
<b>Health and Safety Management</b>			
Has a report on the last 12 months health and safety performance been prepared?			
Has a Health and Safety Plan for the next 12 months been prepared?			
Are there adequate resources to implement the Health and Safety Plan?			
Are we on target with our Action Plan?			
<b>Health and Safety Performance</b>			
How many accidents/incidents have occurred across the school within the last 12 months?			
How many RIDDOR reportable events have occurred in the last 12 months?			
Is there any outstanding enforcement action?			
Have policies and procedures been revised and implemented to prevent a recurrence of any serious incidents/enforcement action?			
How many employee claims have been made in the last 12 months?			
How many outstanding employee claims are there?			

## College of Teachers

To be completed: **Annually**

Date:

Subject	Yes	No	Comment
<b>Health and Safety Management</b>			
Has a report on the last 12 months health and safety performance been prepared?			
Has a Health and Safety Plan for the next 12 months been prepared?			
Are there adequate resources to implement the Health and Safety Plan?			
Are we on target with our Action Plan?			
Has the Health and Safety Policy been reviewed in the last 12 months?			
Are any new Policies and Procedures required?			
Are arrangements in place to ensure health and safety training is provided throughout the school?			
Is the health and safety training plan up to date?			
Has the Health & Safety Committee met at agreed intervals over the last 12 months?			
Are there any outstanding actions from the H&S Committee meetings?			
Have teachers/or others with specific H&S responsibilities completed their monitoring checks?			
Have risk assessments across all areas been reviewed within the last 12 months?			
<b>Health and Safety Performance</b>			
How many accidents/incidents have occurred across the school within the last 12 months?			
Does the accident/incident data indicate areas of concern or in need of greater focus?			
Are there any outstanding employee claims from the last 12 months?			

**School Administrator/Health & Safety Officer**

To be completed: **Annually**

**Date:**

Subject	Yes
<b>Health and Safety Management</b>	
Is the Health and Safety Policy current and up to date?	
Is the Health and Safety Policy statement displayed?	
Is the 'Health and Safety Law"- poster and Employers Liability insurance certificate displayed?	
Are arrangements in place to ensure health and safety training is provided throughout the school?	
Is health and safety training up to date?	
Is all health and safety training being recorded?	
Is there a Health and Safety Plan in place?	
Are there any overdue actions from the Health and Safety Plan?	
Are delegated persons completing their Health and Safety Monitoring activities at the agreed timescales?	
<b>Health and Safety Performance</b>	
Have annual accident /incident statistics been compiled? Is the trend positive or negative?	
Do the accident/incident statistics indicate where future health and safety initiatives should be directed?	
Are all accident investigations complete?	
Are any outstanding actions required following accident investigations to prevent a reoccurrence?	
<b>Communication and Consultation</b>	
Has Health and Safety been discussed at meetings at least twice within the last 12 months?	
Are H&S Committee Meeting minutes circulated?	
Are there any outstanding actions?	
<b>Risk assessments</b>	
Are risk assessments completed across all departments, where necessary?	
Are risk assessments brought to the attention of the relevant staff?	



<b>Contractors and Maintenance</b>	
Are procedures in place to check the health and safety credentials of all contractors and to ensure they have adequate insurance?	
Are internal health and safety checks completed of the work carried out by contractors?	
<b>Fire and Emergencies (Fire, Gas, Water, Catastrophe)</b>	
Are emergency plans in place?	
Have all staff been made aware of the emergency plans?	
Have emergency drills been practised to test their effectiveness?	
<b>Accident / First Aid</b>	
Is there adequate first aid provision throughout all areas, e.g., number of first aiders and ample equipment?	
Are the first aid boxes fully stocked?	
Are notices clearly displayed with names of first aiders and location of equipment?	
Are the arrangements for recording accidents and incidents capturing all the necessary information?	
Are arrangements in place for ensuring that all RIDDOR events are notified to the HSE?	
Have all relevant accidents been investigated and completed statements filed for safe keeping?	
Is the accident/incident investigation procedure effective in improving standards of safety?	
<b>Fire</b>	
Has the fire risk assessment been reviewed within the last 12 months?	
Have all the actions from the fire risk assessment been completed?	
Has the fire alarm and emergency lighting system been serviced in the last 12 months?	
Has the sprinkler system been serviced in the last 12 months?	
Are all fire checks being completed and recorded?	
<b>Electricity</b>	
Is the fixed electrical testing up to date for each site?	
Is the portable appliance testing schedule being maintained?	
Are all electrical test records kept up to date?	

<b>Gas Safety</b>	
Are gas appliances inspected and tested at prescribed intervals?	
Are records kept?	
<b>School Environment</b>	
Are conditions comfortable for staff and pupils: adequate heating, lighting and ventilation?	
<b>Work Equipment</b>	
Has all plant and equipment been serviced in accordance with service agreements?	
Are plant and equipment service records up to date?	
<b>Legionella Control</b>	
Are there arrangements in place for the control and management of legionella bacteria in water systems throughout the school?	
Are control checks being carried out and recorded?	
<b>Display Screen Equipment</b>	
Have workstation assessments been completed and recorded for all 'users' of DSE?	
Have all DSE 'users' been advised on the availability of eye tests?	
Are records kept up to date of eye tests taken and persons issued with glasses?	
Has instruction in the use of DSE been given to all 'users'?	
<b>Vehicles including Minibuses</b>	
Are all servicing and MOT records up to date?	
Have driver licences been checked within the last 12 months?	
Are daily vehicle checks being completed?	



**Buildings & Maintenance Group**

**To be completed: Annually**

**Date:**

Subject	Yes	No	Comment
<b>Risk Assessments</b>			
Are all risk assessments up to date and outstanding control measures listed in an Action Plan?			
Are there any outstanding control measures from previous risk assessments?			
Have risk assessments been brought to the attention of the relevant staff?			
<b>Training</b>			
Have the Health and Safety training needs across the site team been determined, are they up to date?			
Are training needs being met?			
Are training records up to date?			
Is all induction training up to date?			
<b>Fire</b>			
Has the fire risk assessment been reviewed within the last 12 months?			
Have all the actions from the fire risk assessment been completed?			
Has the fire alarm and emergency lighting system been serviced in the last 12 months?			
Has the sprinkler system been serviced in the last 12 months?			
Is the fire alarm tested for audibility on a weekly basis? Are records up to date?			
Is the emergency lighting checked monthly and records kept?			
Has a fire drill been completed each school term?			
Have fire doors been checked to ensure they open fully and close on to the rebate?			
Are the visitor/contractor log books at reception being completed correctly?			
Is the fire logbook up to date?			
<b>Hazardous Substances</b>			
Are risk assessments available on the use of all hazardous substances?			

Are hazard data sheets readily available?			
Have staff received COSHH training?			
Are hazardous chemicals stored securely?			
<b>Roof Areas</b>			
Are roof access doors kept locked and keys retained under the control of a responsible person?			
Is lighting adequate including provision of emergency lighting where the roof has to be accessed in emergencies outside daylight hours?			
Is roof edge protection adequate to prevent falls?			
Are fragile areas e.g. roof lights, protected?			
Are surfaces free from debris, algae and in good condition?			
<b>Plant Rooms</b>			
Are plant rooms kept locked and keys retained under the control of a responsible person?			
Is lighting adequate including provision of emergency lighting where plant room has to be accessed in emergencies?			
Are plant rooms clean, tidy and not used as storage areas?			
Are main isolation switches clearly labelled?			
Are all moving parts of plant and equipment guarded to prevent any person entering the plant room from coming into contact with them?			
Are protrusions, pipework, ducting, low ceiling heights, etc that may cause tripping hazards or head bumps highlighted and padded?			
<b>Equipment</b>			
Are all items of furniture in a safe condition?			
Is all the Site Team (Caretakers) equipment serviced as required? Are service records up to date?			
Is all equipment provided maintained in a safe condition?			
Are window restrictors fitted above ground level checked at least termly?			
<b>Noise</b>			
Are systems in place to prevent staff being exposed to excessive noise?			
Have staff received training on the control measures for reducing noise to an acceptable level?			

Are noise levels monitored to ensure noise reduction methods are working?			
Do all personnel wear ear defenders in hearing protection zones?			
<b>Work at Height</b>			
Has a specific risk assessment been performed on all tasks involving work at height?			
Following the assessment, are appropriate control measures being implemented?			
Are assessments regularly reviewed?			
Are assessments reviewed following an accident/incident or whenever the nature of the work changes?			
Are all persons involved with work at height suitably trained?			
Is the work at height supervised?			
Are all ladders/stepladders suitable?			
Are all ladders/stepladders included on an inventory and checked periodically?			
Are ladders/stepladders kept secure to prevent unauthorised use?			
<b>Legionella bacteria</b>			
Are water temperatures monitored and records kept up to date?			
Are all shower heads descaled termly?			
Are water system flushed through after holiday periods?			
Are hot water temperatures controlled? (max 43 deg °C in areas where vulnerable pupils may come into contact)			
<b>Gas Cylinders</b>			
Are there proper storage areas for flammable liquids and gases, e.g. liquefied petroleum gas and acetylene?			
Are areas where cylinders are used and stored suitably signed to indicate their presence?			
<b>Playground and Gymnasium Equipment</b>			
Is the playground and the gymnasium equipment being inspected at least annually by a competent person and records kept?			
Are weekly checks completed of all playground equipment?			

**Teachers (where relevant)****To be completed: Annually****Date:**

<b>Subject</b>	<b>Yes</b>	<b>No</b>	<b>Comment</b>
<b>Risk Assessments</b>			
Have risk assessments been completed for all equipment and activities likely to result in injury?			
Are risk assessment actions implemented?			
Have all risk assessments been reviewed with the last 12 months?			
Have all who need to been informed of the risk assessments?			
<b>Training</b>			
Have all assistants/helpers received appropriate induction training?			
Have all assistants/helpers received any relevant health and safety training?			
<b>Classroom safety</b>			
Are fixtures and fittings in a good state of repair?			
Are floors and traffic routes kept free of tripping and slipping hazards?			
Is the flooring in a good condition?			
Are there any changes in floor level or type of flooring that need to be highlighted?			
Are gangways between desks kept clear? Is there adequate space for pupils and teachers?			
Are trailing electrical leads/cables prevented wherever possible?			
Is lighting bright enough to allow safe access and exit?			
Are procedures in place to deal with spillages, e.g. water, chemicals, blood from cuts?			
Is there safe means of access to high areas such as an 'elephant-foot', step stool or stepladder?			
Are permanent fixtures in good condition and securely fastened, e.g. cupboards, display boards, shelving?			
Is furniture in good repair and suitable for the size of the user, whether adult or child?			
Where window restrictors are fitted to upper-floor windows, are they in good working order?			

<b>Storage Areas</b>			
Are storage areas kept tidy and floors free from obstruction?			
Are all stored items easily retrievable?			
Is all shelving/racking secured to prevent toppling?			
Is care taken not to overload shelving and racking?			
Is the storage of items on top of cabinets prohibited?			
Are goods and items stacked neatly?			
Are all stacks kept within a reasonable height to prevent them from becoming unstable?			
Is there a safe means of access to high areas?			
<b>Gas Safety (where applicable)</b>			
Are the gas supply isolators readily identifiable and accessible?			
Is a copy of the emergency procedure displayed at or near the gas meter?			
Are gas appliances inspected and tested at prescribed intervals?			
<b>Electricity</b>			
Have all portable electrical appliances been checked within the last 12 months?			
Are all visible items of the fixed installation e.g. sockets, switches etc. free from any obvious signs of damage? Are all visible items of the fixed installation free from any obvious signs of tampering?			
Are all sockets free from any obvious signs of overloading?			
Do all portable electrical appliances appear to be free from any obvious signs of damage?			
<b>Manual Handling</b>			
Are steps taken to minimise the risk of injury from manual handling?			
Are manual handling assessments completed?			
Are manual handling aids/trolleys provided wherever possible?			



<b>Equipment</b>			
Is all equipment properly guarded?			
Are daily pre start safety checks completed and recorded?			
Can all items of equipment be isolated to allow safe maintenance?			
Is all equipment subject to periodic maintenance?			
Are maintenance records kept?			
<b>Hazardous Substances</b>			
Are risk assessments available on the use of all hazardous substances?			
Do staff who use hazardous substances know where to find information on them?			
Are all substances properly and securely stored?			
Are all substances in their original, properly labelled containers?			
Are all items of personal protective equipment required available and used?			
<b>Personal Protective Equipment and Clothing</b>			
Are adequate numbers of goggles/safety glasses provided?			
Are the goggles/safety glasses checked termly?			
Are suitable aprons provided?			
Are aprons regularly laundered?			