

Health and Safety at Work etc Act 1974

**THIS IS THE HEALTH AND SAFETY STATEMENT OF**

**Kildwick C of E Primary School**

**Our statement of intent is:**

- Implement the requirements of NYCC's Health and Safety Policy;
- to make adequate arrangements for the health, safety and welfare of staff and pupils;
- to provide adequate control of health and safety risks arising from our work activities;
- to consult with our employees on matters affecting their health and safety;
- co-operate with the LEA in matters related to health and safety;
- to provide and maintain safe plant and equipment;
- to ensure safe handling and use of substances;
- to provide information, instruction, and supervision for employees;
- to ensure all employees are competent to do their tasks, and to give them adequate training;
- to prevent accidents and cases of work-related ill health;
- to maintain safe and healthy working conditions; and
- to review and revise this policy as necessary at regular intervals.

Signed: Headteacher

Signed: Chair of Governors

Date: September 2016

Review date: September 2017

# HEALTH AND SAFETY POLICY

## RESPONSIBILITIES

Overall responsibility for health and safety within the school is that of: **NOTE**

**Mr T Whitehead (Headteacher)**  
**Mr M Richardson ( Co-Chair of Governors)**  
**Mrs N Barrett**

Insert the name of the Headteacher and the Chair of Governors, (or the Governor with responsibility for health and safety).

Day to day responsibility for ensuring this policy is put into practice is delegated to:

**Mrs Chapman (Admin Officer)**

If the Headteacher is not always there, or does not have time to manage on a day-to-day basis, you can delegate this role to someone else, e.g. Deputy Headteacher, Head of Year, Premises Officer etc. Ensure that the person with overall responsibility is kept informed of health and safety matters – it will still be their overall responsibility

To ensure health and safety standards are maintained/improved, the following people have responsibility in the following areas:

**Name: Mrs Barton**

**Responsibility: Health & Safety Governor**

Delegate functions to people within your organisation either by specific areas within the workplace or by topic. Include their specific responsibilities in their job descriptions (if they have one).

Ensure that they are competent to undertake their health and safety responsibilities and have adequate resources to enable them to do their job properly.

It is important that responsibilities are clearly set out – this will make sure that if there are any health and safety concerns they can be reported to the right person, so they can be dealt with.

You may wish to insert a diagram or chart showing your management structure/arrangements.

**Specific responsibilities for head teachers, managers, heads of departments and staff can be found in Section 1 of the Children and Young People Service Health and Safety Policy and Guidance Handbook 2012 which can be found in:**

**School Office**

Employees have legal responsibilities to take care of the health and safety of themselves and others, and to co-operate with management to help comply with the law.

Equally, if employees have any concerns over health and safety issues, they should be clear about whom they should tell, so that concerns can be addressed.

**All employees have to:**

- **co-operate with supervisors and managers on health and safety matters;**
- **not interfere with anything provided to safeguard their health and safety;**
- **take reasonable care of their own health and safety; and**
- **report all health and safety concerns to an appropriate person (as detailed in this policy statement).**

# ARRANGEMENTS

## HEALTH AND SAFETY RISKS ARISING FROM OUR WORK ACTIVITIES

**Risk assessments will be undertaken by:**

**Mr Whitehead and the staff member undertaking activity**

### NOTE

You must assess risks to the health and safety of anyone who may be affected by your work activities, so that you can weigh up whether you have done enough or need to do more to comply with the law.

**The findings of the risk assessments will be reported to:**

**All staff**

You will find some examples of key areas that you should consider, at the end of this guidance.

You will need to involve a number of different people including your safety representatives and employees, to do the risk assessments.

**Action required to remove/control risks will be approved by:**

**Mr Whitehead and the staff member undertaking activity**

You will need to record the significant findings of your risk assessments in a separate document. Your policy statement only records your arrangements for ensuring the assessments are done, and are kept up to date.

**The person responsible for ensuring the action required is implemented is**

**Mr Whitehead and the staff member undertaking activity**

Once you have done your risk assessments, you must take the necessary action to remove or reduce the risk as far as is reasonably practicable.

**Checks that the implemented actions have removed/reduced the risks will be carried out by:**

**Mr Whitehead and the staff member undertaking activity**

You can find more guidance in HSE's free leaflets for example:

- Five steps to risk assessment INDG163 (rev1) 1998
- A guide to risk assessment requirements: Common provisions in health and safety law INDG218 1996

HSE Books Tel: 01787 881165.

[www.hsebooks.co.uk](http://www.hsebooks.co.uk)

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

**Assessments will be reviewed every:**

**In the event of an accident and annually or when the work activity changes, whichever is soonest.**

Your **NYCC Safety Risk Adviser** will provide help and guidance on risk assessment and where applicable, the use of the Schools Health and Safety Risk Management Service risk assessment software package.

# ARRANGEMENTS

## CONSULTATION WITH EMPLOYEES

**Employee Representative(s) are:**

**NOTE**

You must consult your employees.

N/A

If you recognise a trade union and that trade union has appointed a safety representative, you must consult them on matters affecting the employees they represent.

If you do not have trade unions, you must consult employees, either directly or through an elected representative.

You may to use your works committee or another meeting as a forum for consultation.

**Consultation with employees is provided by:**

If you have a health and safety committee, you could list what it does, who is on it and how often it meets

**Agenda item on staff meetings**

**Staff briefing and noticeboard**

**Training Days**

# ARRANGEMENTS

## SAFE PLANT AND EQUIPMENT

**Identifying equipment/plant, which will need maintenance is the responsibility of:**

**Mr Whitehead**

**MAS** - Maintenance and service scheme

**NYCC Building Cleaning Services**

**NYCC County Caterers**

**Ensuring effective maintenance procedures are drawn up is the responsibility of:**

**Mr Whitehead**

**MAS** - Maintenance and service scheme

**NYCC Building Cleaning Services**

**NYCC County Caterers**

**The person responsible for ensuring that all identified maintenance is implemented is:**

**Mr Whitehead**

**MAS** - Maintenance and service scheme

**NYCC Building Cleaning Services**

**NYCC County Caterers**

**Problems with plant/equipment should be reported to:**

**Mr Whitehead**

**MAS** - Maintenance and service scheme

**NYCC Building Cleaning Services**

**NYCC County Caterers**

**Checking plant and equipment health and safety standards before purchase is the responsibility of:**

**Mr Whitehead**

**MAS** - Maintenance and service scheme

**NYCC Building Cleaning Services**

**NYCC County Caterers**

### NOTE

You will need to ensure that all plant and equipment (e.g. ladders, electrical equipment, machinery guarding) that requires maintenance (e.g. checks, servicing, thorough examinations) is identified and that the maintenance is done.

It may be worthwhile using a logbook to record the maintenance checks.

When buying new or second hand plant and equipment, you must check it meets health and safety standards before buying it.

You can find more guidance in HSE's publication:

- Buying new machinery INDG271 1998

# ARRANGEMENTS

## SAFE HANDLING AND USE OF SUBSTANCES

### NOTE

You must assess the risks from all substances hazardous to health. These are known as Control of Substances Hazardous to Health (COSHH) assessments.

You should do assessments on all substances you use (e.g. adhesives, paints, cleaning agents, solvents) and substances generated from work activities (e.g. dust, fume, vapour)

Your assessment should identify any health risks. If there is a risk, you should take steps to remove or control the risk.

You can find more guidance in:

- HSE's COSHH: A brief guide to the regulations INDG 136 (rev1) 1999 (free);
- COSHH essentials: Easy steps to control chemicals HSG193 1999 ISBN 07176 2421 8
- General COSHH Approved Code of Practice, Carcinogens ACOP and Biological Agents ACOP L5 1999 ISBN 0 7176 1670 3.

**Identifying substances which need a COSHH assessment is the responsibility of:**

**Mr Whitehead**  
**MAS** - Maintenance and service scheme  
**NYCC Grounds Maintenance**  
**NYCC County Caterers**  
**NYCC Building Cleaning Services**

**The person(s) responsible for undertaking COSHH assessments is/are:**

**Mr Whitehead**  
**MAS** - Maintenance and service scheme  
**NYCC Grounds Maintenance**  
**NYCC County Caterers**  
**NYCC Building Cleaning Services**

**Ensuring that all actions identified in the assessments are implemented is the responsibility of:**

**Mr Whitehead**  
**MAS** - Maintenance and service scheme  
**NYCC Grounds Maintenance**  
**NYCC County Caterers**  
**NYCC Building Cleaning Services**

**The person responsible for ensuring that relevant employees are informed about COSHH assessments is:**

**Mr Whitehead**  
**MAS** - Maintenance and service scheme  
**NYCC Grounds Maintenance**  
**NYCC County Caterers**  
**NYCC Building Cleaning Services**

**Checking that substances can be used safely before they are purchased is the responsibility of:**

**Mr Whitehead**  
**MAS** - Maintenance and service scheme  
**NYCC Grounds Maintenance**  
**NYCC County Caterers**  
**NYCC Building Cleaning Services**

**Assessments will be reviewed every**  
**In the event of an accident and annually or when the work activity changes, whichever is soonest.**

# ARRANGEMENTS

## INFORMATION, INSTRUCTION AND SUPERVISION

**The Health and Safety Law poster is displayed at:**

**Staff Room  
Kitchen**

### NOTE

The Health and Safety Information for Employees Regulations 1989 require employers to display a poster (or to provide leaflets) telling employees what they need to know about health and safety.

**Health and safety advice is available from your NYCC Safety Risk Adviser:**

**Dale Barton  
07788 564533**

You are required to have access to competent advice, either in house or, if not available, external.

**Supervision of young workers and trainees will be arranged/undertaken/monitored by:**

**Mr Whitehead**

If you have young workers and/or take on trainees or students on work experience, you will need to ensure that they are properly instructed and supervised.

**Ensuring that our employees working at locations under the control of other employers, are given relevant health and safety information is the responsibility of:**

**Mr Whitehead**

You must also do specific risk assessments for young people – you need to take account of their inexperience, lack of awareness of risks and immaturity.

If your employees go to work for another employer on your behalf e.g. on secondment you will need to check that they are given relevant health and safety information for that location by that employer/company.



# ARRANGEMENTS

## COMPETENCY FOR TASKS AND TRAINING

**Induction training will be provided for all employees by:**

**Mr Whitehead  
NYCC Personnel Dept**

### NOTE

All employees must be given health and safety induction training when they start work. This can be combined with other useful information (e.g. pay, leave and hours of work). It needs to cover basic health and safety such as first aid and fire safety.

**Job specific training will be provided by:**

**NYCC training dept.  
Mr Whitehead  
Contracted training agencies**

Employees will need job-specific training, which includes the health and safety aspects of the job.

**Specific jobs requiring special training are:**

**Asbestos/Legionella training**

You also have to provide health and safety training for people when risks change, or periodically, e.g. if skills do not get used regularly.

**First Aid training**

Some jobs will require additional special training (e.g. manual handling, driving etc.)

**Fire Awareness training**

You may wish to refer to your school development plan. It is important to keep records of training (even training you have provided in-house) to show that employees have received training.

**Safe ladder use**

You should monitor the training records, so that refresher training is given when necessary

**Manual handling  
Educational Visit Training**

NYCC Education Service has a commitment to provide health and safety training to Headteacher, Governors and Lead Officers etc. For further details of the courses available please contact:

**Training records are kept at/by:**

**In Health & Safety Management file in office  
Training File**

- **NYCC LEARNING ZONE**
- **SCHOOL HANDS SERVICE 01609 532545**

**Training will be identified, arranged and monitored by:**

**Mr Whitehead**

# ARRANGEMENTS

## ACCIDENTS, INCIDENTS, FIRST AID AND WORK-RELATED ILL HEALTH

Health surveillance is required for employees doing the following jobs:

Display screen assessments for computer operative.

Health surveillance will be arranged by:

Mr Whitehead  
NYCC Occupational health dept.

Health surveillance records will be kept by/at:

In Personnel files  
Health & Safety Management file

The first aid box(es) are kept at:

School Office  
Kitchen  
Every Classroom  
Hall

The appointed person(s)/first aider(s) is/are

1 Members of staff is First Aid at Work (FaW) trained – 1 more to book on training  
All staff are Emergency First Aid at Work (EFaW) trained  
2 members of staff is paediatric first aid trained – 1 further member of staff is booked on the training

All accidents and cases of work-related ill health are to be recorded in the accident book. The book is kept Outside the Kitchen or School Hall

The person responsible for reporting accidents, diseases and dangerous occurrences to the NYCC Education Health and Safety section is:

Mr Whitehead, Mrs Chapman

### NOTE

Employees must receive health surveillance for certain work (e.g. work with lead, chrome, asbestos, noise, isocyanates and some chemicals). This will identify any health problems early on so that action can be taken before an employee's condition worsens.

- Refer to **NYCC Occupational Health - 01609 785780**

Your COSHH assessments should identify all areas and the type of health surveillance needed.

Your records should contain details of the employees, the health surveillance procedures, dates and conclusions. The health care professional doing the surveillance will hold the actual medical records, as these are confidential.

Providing immediate first aid can prevent minor injuries becoming major ones.

As a minimum you must have a first aid box and an appointed person to take charge of first aid requirements. You can find more information in HSE's free leaflets:

- First aid at work – your questions answered INDG214 1997
- Basic advice on first aid at work INDG215 (rev) 1997.

Recording accidents (even minor ones) means you can see whether you have a problem in a particular area

You must report accidents to:

**NYCC Education Service Safety Risk Adviser 01609 532589.** Follow the procedures outlined in your Education Service Health and Safety Policy and Guidance Manual.

# ARRANGEMENTS

## MONITORING

To check our working conditions, and ensure our safe working practices are being followed, we will Undertake:

Legionella testing  
Asbestos inspection  
Termly governors H & S inspection  
School Hands Service Inspection  
PAT testing  
Fixed appliance electrical testing  
Extraction fans maintenance  
MAS Premises inspection  
Prioritised programme of risk assessment  
MAS boiler room annual inspection  
Gulleys and Gutters checked and cleaned  
Pest control  
Sports and Gym equipment maintenance

The person responsible for investigating accidents is:

Mr Whitehead

The person responsible for investigating work-related causes of sickness absences is:

Mr Whitehead  
NYCC Occupational health

The person responsible for acting on investigation findings to prevent a recurrence is:

Mr Whitehead  
NYCC Occupational health

### NOTE

You must be able to show that you are checking working conditions and systems of work, i.e. that you are monitoring health and safety.

You can do this both actively and reactively, i.e. before and after something goes wrong.

**Actively** - you or other appointed person can carry out inspections, have reports submitted to you by managers, do spot check visits, safety representative inspections, etc.

Trade union safety reps have the right to carry out inspections and investigate accidents.

**Reactively** - you can investigate any accidents or sickness absences that occur.

Investigating accidents is a useful way of reviewing your safety systems – ask yourself why the accident really happened and what you can do to stop it happening again.

Similarly, if you have a number of employees absent because of similar ailments, this might mean there is a problem with their jobs causing ill health.

When you find out what went wrong – put it right.

# ARRANGEMENTS

## ASBESTOS RISK MANAGEMENT

### NOTE

The Responsible Officer for asbestos management is:

Mr Whitehead

The Asbestos Risk Management file is kept in:

School Office

Site plans showing the location of asbestos containing materials (ACM's) are kept in:

School Office

Ensuring that contractors are made aware of the location of ACM's and that they sign the relevant permit to work is the responsibility of:

Mr Whitehead & school admin

Asbestos risk assessments will be undertaken by:

Mr Whitehead

Visual inspections of the condition of ACM's will be undertaken by:

No Asbestos in School

Records of the above inspections will be kept in:

**Responsible Officer** - All schools must have a Responsible Officer to oversee the management of asbestos risk. This will usually be the Headteacher.

**Policy and Procedure** - The yellow 'Asbestos Risk Management' file outlines NYCC policies and procedures for managing of risk arising from asbestos containing materials (ACM's)

**Surveys** - A type two survey of the premises should be available, with the location of ACM's identified on a site plan.

A type three survey must be undertaken before any invasive construction/demolition work commences, unless it is absolutely certain that no ACM's are present in the work area.

**Contractors** - The location of ACM's indicated on the plan must be brought to the attention of all contractors coming on site. The permit to work confirming this fact must be completed by the contractor before work commences.

**Risk Assessment and Inspection** - A risk assessment must be undertaken for all known ACM's. The level of risk will depend on the type of material, its location and its condition. Using the algorithm attached to the survey a visual inspection programme of ACM's must be set up. The risk assessment will help you to establish the necessary frequency of visual inspections.

**Emergency Action** - The 'Asbestos Emergency Action Plan' should be readily available and brought to the attention of all staff.

- If in doubt always seek immediate advice from Gill Elstob:

Office: 01609 535748  
Mobile: 07973 251980

# ARRANGEMENTS

## LEGIONELLOSIS MINIMISATION

### NOTE

The nominated Site Manager under the NYCC Legionnaires Disease Risk Management Policy is:

**Site Manager** - The Directorate will nominate Site Manager. This will normally be the Headteacher.

**Mr Whitehead**

Risk assessments detailing on-site tasks for the minimisation of *Legionellosis* risk are kept in:

**Risk Assessment** - will be undertaken by Hertel (UK) Ltd. Documentation will then be provided to schools detailing any requirements for on-site monitoring/control tasks (typically temperature recording and flushing).

**Hertel File in the School Office**

The person responsible for carrying out the on-site tasks set out in the above assessments is:

**Site Operator** - The site manager may nominate a member of staff (the site operator), to carry out the on- site tasks set out in the risk assessment.

**Records** - Records of the on-site tasks must be maintained for monitoring purposes.

**Mr Whitehead**

Record showing that the above on-site tasks have been undertaken are kept in:

**Changes** - to water systems which may effect the level of risk, must be notified to the -

- **If in doubt always seek immediate advice from Gill Elstob:**

**Hertel File in the School Office**

**Office: 01609 535748**  
**Mobile: 07973 251980**

**Advice** – Further advice is available from the above and in the NYCC Environmental Services publication 'Water Services Hygiene'.

# ARRANGEMENTS

## WORK AT HEIGHT

**All work at height in the school must be authorised by:**

**Mr Whitehead**

**Risk assessments for working at height are to be completed by:**

**Mr Whitehead and all members of staff**

**Equipment used for work at height is to be checked by and records kept in:**

**Mr Whitehead**

**School  
Management File**

**Training records for persons carrying out work at height are kept:**

**Main office**

### NOTE

**Authorisation** - A designated duty holder should be responsible for authorising work at height in the school.

**Risk Assessments** - must be in place for all tasks involving work at height were there is a significant risk of injury. These assessments may be generic for repetitive tasks

**Equipment** - A competent person must periodically check all equipment used for work at height. Documentary evidence of checks should be maintained.

**Training** - should be undertaken by all persons carrying out work at height. As a minimum, relevant staff should be briefed using the HSE 'A Toolbox Talk on Ladder and Stepladder Safety'.

You can find more guidance in the following HSE publications:

- Safe Use Of Ladders And Stepladders (an employers guide) INDG402 ISBN 07176 6105 9
- A Toolbox Talk on Ladder & Stepladder Safety INDG403 ISBN 07176 6106 7
- Tower Scaffolds CIS10(rev4)

**Further advice on work at height can be obtained from your NYCC Safety Risk Adviser**

# ARRANGEMENTS

## EDUCATIONAL VISITS

**Off-site educational visits must be authorised by:**

**NYCC, Mr Whitehead and Governors**

**The Educational Visits Co-ordinator(s) is/are:**

**Mrs Smurthwaite  
Mr Whitehead  
3 further members of staff attending training on 21<sup>st</sup> November 2016. Adrian Clarke leading staff meeting in January and training School Admin on the same day.**

**Risk assessments for off-site visits are to be completed by:**

**Group Leader**

**The Guidelines for Educational off-site Visits for Schools are kept in:**

**School Office**

**Details of off-site activities are to be logged onto the NYCC database by:**

**Mrs Smurthwaite**

### NOTE

**Authorisation** - A system must be in place to ensure no parties leave the school without the appropriate authority.

**EVC** - All schools must appoint an Educational Visits Co-ordinator to support visit organisers and ensure that the NYCC Guidelines are followed

**Risk Assessment** - must be in place for all off-site visits These assessments may be generic for certain activities such as coach transport but must be site specific with regard to the hazards present at a given venue.

**NYCC Guidelines** – A copy of the off-site visits code of practice and guidelines must be available in the school.

**Database** – All off-site visits must be logged onto the NYCC notification database, either as part of a rolling programme, or as an individual visit.

- **Further advice can be obtained from the Educational Visits Consultant Adrian Clarke  
Tel: 01609 535943**

# ARRANGEMENTS

## EMERGENCY PROCEDURES – FIRE AND EVACUATION

**The person responsible for ensuring that the fire risk assessment is undertaken and implemented is:**

**Mr Whitehead**

### NOTE

You must carry out fire risk assessments, in the same way as you do general health and safety risk assessments.

For escape routes, extinguishers and alarms, you should state who checks, how often and where they are based.

**Escape routes are checked by/every:**

You need a routine in case of fire or emergency evacuation. You should test your alarms and emergency evacuation procedures regularly.

**All staff**

**Daily**

An emergency evacuation drill should be carried out each term and records maintained indicating that this has been done

**Fire extinguishers are maintained and checked by/every:**

**Walker Fire  
Visually  
Inspected**

**Annually**

**Termly**

**Alarms are tested by/every:**

**Mrs Chapman /  
Mr Whitehead  
County  
Contractor**

**Weekly**

**Quarterly**

**Emergency evacuation will be tested:**

**Termly**

**The Security Co-ordinator is:**

**Mr Whitehead**



## APPENDICES

List here any other policies relevant to health and safety and state where they are located. *E.g. Medicines Policy, Educational Visits Policy etc.*

Lone Working Policy located in the School Management File kept in Head's Office

## SOME KEY AREAS OF RISK

- Asbestos
- Chemicals
- Confined Spaces
- Construction work
- Contractors on site
- Display Screen Equipment (VDUs)
- Educational visits
- Electricity
- Excavations
- Falling objects/collapsing structures
- Fire and Explosion
- Legionella
- Machinery (including guarding)
- Manual Handling
- Noise
- Pressure Systems
- Radiation
- Slips, trips and falls
- Stress
- Substances hazardous to health
- High & low temperatures
- Transport
- Vehicles on site
- Vibration
- Violence to staff
- Work equipment
- Work-related upper limb disorders
- Working alone
- Work at heights
- Working environment

These are just some examples of key areas; this is not an exhaustive list. Look around your school to identify other risk areas. If any risks apply to your work activities, you will need to do risk assessments to check that you have removed or reduced the risk.

## FURTHER GUIDANCE

There are many free health and safety leaflets and guidance booklets and priced publications available from:

HSE Books Tel: 01787 881165  
HSE Book Website: [www.hsebooks.co.uk](http://www.hsebooks.co.uk)

Health and Safety Information Services  
Infoline Tel: 08701 545500  
HSE Website: [www.hse.gov.uk](http://www.hse.gov.uk)

## FURTHER INFORMATION

Further advice on completing this health and safety policy document is available from your Safety Risk Adviser or contact:

**Service Manager**  
*SCHOOL HANDS SERVICE*  
North Yorkshire County Council  
Safety Risk Management Unit  
County Hall  
Northallerton, DL7 8AE

Tel: 01609 532545  
Fax: 01609 532543  
E-mail: [dominic.passman@northyorks.gov.uk](mailto:dominic.passman@northyorks.gov.uk)