



## Health & Safety Policy

February 2025

### 1. STATEMENT OF INTENT

1.1 The Governors recognise that under the Health and Safety at Work etc Act 1974 they have a legal duty to ensure, so far as is reasonably practicable, the health, safety and welfare of all their employees and that they have certain duties towards pupils, the public and people who use the premises of the School from time to time, these duties being implicit in the above Act.

1.2 The Governors accept these duties and it will continue to be their policy to promote standards of health, safety and welfare that comply fully with the terms and requirements of the above Act, Regulations made under that Act and Approved Codes of Practice. It is considered by the Governors that health and safety is a responsibility at least equal in importance to that of any other function of the School.

1.3 The Governors will take all such steps as are reasonably practicable to meet its health and safety objectives, which are:-

1.3.1 the creation of an Organisational Structure and a positive health and safety culture which supports risk control at all levels within the School, particularly at Senior Management level;

1.3.2 to systematically identify and control risk as an effective approach to injury, ill health and loss prevention;

1.3.3 to maintain safe and healthy working places and systems of work and to protect all employees, pupils and others including the public in so far as they come into contact with foreseeable work hazards;

1.3.4 to provide and maintain a safe and healthy teaching environment for all employees and pupils with adequate facilities and arrangements for their welfare;

1.3.5 to provide all employees and pupils with the information, instruction, training and supervision that they require to work safely and efficiently. The School's Health and Safety Consultants are available to provide relevant information and this will be disseminated to the staff as appropriate;

1.3.6 to develop an understanding of risk control and safety awareness amongst all employees and pupils and, as a result of this, create individual responsibility for health and safety at all levels and be responsive to internal and external change;

1.3.7 to provide a safe environment for all visitors to the School's premises bearing in mind that these visitors may not necessarily be attuned to certain aspects of the School's environment;

1.3.8 to control effectively the activity of all outside contractors when on the School's premises. It is the intention of the Governors that, apart from routine supervision and control of contractors, this aim will be achieved in part by demanding copies of the contractors' Safety Policies at the Tender stage;

1.3.9 to encourage full and effective two-way consultation on health and safety matters by utilising the management structure of the School and the committees already existing;

1.3.10 to use health and safety to preserve and develop human and physical resources and hence contribute to the School's performance;

1.3.11 to ensure that this Policy is used as a practical working document and that its contents are publicised fully;

1.3.12 to constantly scrutinise and review performance, and the details of this Policy so that the School learns from experience and keeps in line with changes in current legislation.

1.4 The Governors are committed to providing adequate resources to ensure that health and safety objectives and this Policy are met.

1.5 School is conscious of the external environment that may be affected by its activities and will pay full regard to the implications of the Environmental Protection Act 1990 and, in particular, the Duty of Care as regards waste.

1.6 The Governors and School are aware of, and will meet, the requirements under the Children Act 1989 regarding fire provisions and ensuring that staff and pupils are aware of the school's health and safety policies and practices. It is the intention of the school to follow the advice given in 'The Children Act Guidance and Regulations Volume 5'.

1.7 The Governors and School recognise the guidance contained in 'Managing Health and Safety in Schools' and 'Health and Safety Guidance for School Governors and Members of School Boards', both prepared by the Education Service Advisory Committee of the Health & Safety Commission, and intends to follow the good practice recommendations they make.

- 1.8 The School will provide and maintain a written Risk Assessment of the risks to the health and safety of its employees whilst they are at work and others who may be affected, as required by the Management of Health and Safety at Work Regulations 1999.
- 1.9 The Governors and School recognise the good practice contained in 'Health and Safety Advice on Legal Duties and Powers for Local Authorities, Head Teachers, Staff and Governing Bodies (2014)', prepared by the DfE and intends to follow the recommendations it makes.
- 1.10 The Governors consider that this Health & Safety Policy is an integral element of the overall School Business Plan and other resource policies.
- 1.11 The Governors have appointed Competent Persons to provide the necessary legal, technical and practical health and safety assistance and information and also to provide an independent monitoring service of the activities of the School. A full Health and Safety audit was carried out by Strictly Education in February 2022 and recommendations acted upon. Further audits will be carried out as required but no later than a period of 5 years.
- 1.12 This Policy will be brought to the attention of all employees and periodically reviewed and revised as necessary.

Signed: (for the Governors)

Date:

## 2. ORGANISATION

### 2.1 The Governors

- 2.1.1 The Governors accept full responsibility for health and safety within the School and have appointed a Governor for Health & Safety.
- 2.1.2 The Governors consider that one of their primary objectives is to provide the best possible safe and healthy working conditions for employees and to ensure that their work does not adversely affect the health and safety of other people.
- 2.1.3 The Governors recognise their corporate responsibility as employers to ensure, so far as is reasonably practicable, that this same safe and healthy environment is also provided for pupils and all other people who visit the School.
- 2.1.4 The Governors are committed to ensure that the School operates in accordance with current legislation. They are not, however, content to merely conform to minimum acceptable standards but are determined to ensure the best possible standards are met.
- 2.1.5 They will constantly monitor the effectiveness of the implementation of this Policy and will revise it where necessary.
- 2.1.6 The Governors will ensure that any changes in this Policy will be brought to the attention of all employees.
- 2.1.7 They will establish an information gathering and reporting procedure so that their decision-making on health and safety is soundly based and is current.

### 2.2 Head

The Head will be responsible to the Governors for the safe functioning of all School activities. The Head will:

- 2.2.1 constantly monitor the effectiveness of the Policy as regards both academic and non-academic work and report back to the Governors as appropriate;
- 2.2.2 consult with the Director of Operations as nominated Safety Officer;
- 2.2.3 recommend changes in the Health & Safety Policy in the light of experience;
- 2.2.4 ensure the co-operation of all staff at all levels as regards working to this Policy;

2.2.5 be responsible for ensuring that all Heads of Department, Heads of Boarding and all departmental heads on the domestic side fully understand their responsibilities and are given both the time and the encouragement to pursue them;

2.2.6 ensure that Staff have sufficient information, instruction, training and supervision to enable them to comply with departmental safe systems of work, established rules and working practices.

2.2.7 take steps to ensure that any changes in curriculum and also changes in systems of work on the domestic side are considered for their health and safety implications.

### **2.3 Director of Operations**

On a day-to-day basis the Head's responsibility as regards the domestic and administrative side of the School will be devolved to the Director of Operations, and the Director of Operations in particular will:

2.3.1 monitor the effectiveness of this Policy and report back to the Head as appropriate;

2.3.2 be appointed as the School's nominated Safety Officer, supported by the Facilities Manager, having responsibility for obtaining, interpreting and disseminating all relevant health and safety information to the School via the normal line management structure;

2.3.3 be the liaison point with the School's Health and Safety Consultants and ensure that their services are used fully to obtain the above information;

2.3.4 in a line management function, be responsible for the safe operation for all administrative, maintenance, janitorial and domestic staff;

2.3.5 be responsible for ensuring that all maintenance contracts involving outside bodies which monitor certain aspects of the School functions are fully used and kept up to date;

2.3.6 where individual employees in the various domestic functions listed above are given posts of intermediate responsibility, identify those posts in this Policy and ensure that those individuals are given the necessary instruction, responsibility and encouragement to carry out the functions that they have been given;

2.3.7 establish a system for the reporting back of all accidents, incidents, near misses and damage to School property and investigate accordingly. The results of these investigations, as well as being dealt with by the line management function, would then be discussed by the School's Senior Management Committee;

2.3.8 following completion of work associated with the COSHH Regulations, ensure that the ordering of all substances is through their department so that decisions may be taken for additional Assessments;

2.3.9 be responsible for liaising with outside bodies who may from time to time use the facilities of the School, and ensure that appropriate action is taken both to ensure these bodies have sufficient knowledge of the School procedures and that the School itself is appropriately indemnified;

2.3.10 be responsible for the selection of outside maintenance contractors and the monitoring of all activities on the School premises, and in this context liaise fully with the School's professional advisors;

2.3.11 be responsible for co-ordinating the School's preparation of statutorily required Risk Assessments, Manual Handling Assessments, Personal Protective Equipment Assessments and Display Screen Equipment Workstation Assessments;

2.3.12 be responsible for preparing the School's Active Monitoring Inspection Plan and the School's Health and Safety Committee.

## **2.4 Heads of Department**

The Heads of Department will be responsible to the Head for the following:

- 2.4.1 for ensuring that their department is run according to the standards laid out in this Policy, minimum legal standards and other appropriate standards that may be set by the School;
- 2.4.2 they will be responsible for ensuring that the teachers working under them understand the practical aspects of this Policy and the various legal requirements that apply within their areas of responsibility;
- 2.4.3 they should be responsible for ensuring that these teachers are aware of the degree of priority that these matters carry and that where appropriate they would be provided with both the time and encouragement to pursue such matters;
- 2.4.4 notify the Head of any matters within this field which they feel are beyond their competence to deal with;
- 2.4.5 they should be responsible for reporting to the Director of Operations any accidents, incidents, near misses or damage for appropriate investigation;
- 2.4.6 they will be responsible for ensuring adequate supervision for pupils both inside the School, during normal teaching activities, and also on external trips as detailed in part 3 of this Policy;
- 2.4.7 as regards the COSHH Regulations, they will be responsible for notifying directly to the Director of Operations any new substances that are required to be purchased by their department;
- 2.4.8 they will be responsible for ensuring that the teaching staff, for whom they are responsible, co-operate fully with any fire practices and other emergencies as specified in part 3 of this Policy.
- 2.4.9 Attending meetings of the School's Health and Safety Committee, where advised (notably for practical departments such as Sport, Science and DT).

## **2.5 Head of Boarding**

Apart from the normal supervisory role, the Head of Boarding will have very specific duties, as follows:

- 2.5.1 ensuring that all fire doors are kept closed at night, this work being undertaken by themselves and not delegated to pupils;
- 2.5.2 make arrangements for fire practices at the agreed frequency;
- 2.5.3 ensure that all pupils and sleeping-in domestic staff in the house are fully familiar with all fire instructions;
- 2.5.4 constantly monitor all the dormitories as to correct use of electrical equipment;
- 2.5.5 ensure that all means of escape in case of fire are at all times kept free and unobstructed;
- 2.5.6 contact the Director of Operations if there are any problems with the location and allocation of fire extinguishers.

## **2.6 Laboratory Assistants**

They will be responsible to the Head of Department as appropriate for the following:

- 2.6.1 isolating gas supplies to laboratories at the end of each teaching day;
- 2.6.2 the constant security of all toxic and highly flammable substances which may be used in their department;
- 2.6.3 to this end ensuring that all stores are kept securely locked when not actually being supervised;
- 2.6.4 be responsible for ensuring that all experiments and services are rendered safe, so far as it is safe to do so, on hearing the fire alarm;

2.6.5 be responsible for ensuring that a sufficient number of the correct fire extinguishers are available within, or close to, the prep rooms.

## **2.7 Functional Managers**

2.7.1 This section refers to the managers who head maintenance, ground staff, gardeners, janitorial services and caterers.

2.7.2 These managers will be responsible to the Director of Operations for the safe running of their activities. They will be responsible for ensuring adequate supervision of all activities so that the work proceeds according to standards laid down in this Policy.

2.7.3 They will be responsible for ensuring that staff have appropriate training according to the needs of their work.

2.7.4 They will undertake the necessary training pursuant upon completion of work under the COSHH Regulations.

2.7.5 They will be responsible for ensuring that all agreed systems of work are followed.

2.7.6 Where they come across matters that they feel are not within their competence to deal with, they should refer the matter to the Director of Operations.

2.7.7 They should be responsible for investigating any accident or incident of a type specified by the Director of Operations and reporting accordingly.

2.7.8 They will be required to attend meetings of the School's Health and Safety Committee.

## **2.8 Employees**

2.8.1 The employees of the School must take reasonable care as regards themselves and other persons who may be affected by their actions and must be fully aware of their duties under Sections 7 and 8 of the Health and Safety at Work etc Act 1974 and also under the specific Codes of Regulations.

2.8.2 They must wear and use all Personal Protective Equipment and safety devices that are provided by the management for their protection and co-operate fully with the management when the latter are pursuing their responsibilities under the above Act.

2.8.3 They will observe all Safety Rules and Regulations both statutory and school and conform to any safe systems of work that may be developed.

2.8.4 They must report all accidents, incidents and damage to their immediate superior.

## **3. ARRANGEMENTS**

It is the School's intention that in this part of the Policy, which will be enlarged as required, specific standards and arrangements will be established to cover specific risks and these standards will be constantly monitored.

Arrangements have been prepared and are contained in the following sub-sections:-

- 3.1 School Trips
- 3.2 Machinery Guarding and Work Equipment
- 3.3 Fire Evacuation Policy
- 3.4 Science teaching
- 3.5 First Aid
- 3.6 Ground Staff

- 3.7 COSHH Regulations
- 3.8 Electricity at Work Regulations
- 3.9 Swimming Pools
- 3.10 Use of School Facilities by Members of the Public
- 3.11 Accident Reporting
- 3.12 Control of Legionellosis
- 3.13 Senior Management Committee dealing with Health and Safety
- 3.14 Abrasive Wheels Machines
- 3.15 Safety of Pressure Systems
- 3.16 Instructions for Contractors
- 3.17 Noise
- 3.18 Competent Persons
- 3.19 Display Screen Equipment
- 3.20 Manual Handling
- 3.21 Personal Protective Equipment
- 3.22 Management of Health and Safety at Work Regulations 1999
- 3.23 Training
- 3.24 School's Management of Health and Safety
- 3.25 Slips, Trips and Falls
- 3.26 On-Site Vehicle Movements
- 3.27 Working at Height
- 3.28 Asbestos
- 3.29 Violence within School
- 3.30 Staff Wellbeing

**3.1 School Trips**

3.1.1 The School's arrangements for School Trips are as follows:-

3.1.1.1 All trips must have a specific and stated objective. The Governors require the Group Leaders to demonstrate that their plans meet legal requirements, the 'Good Practice Guide on Health and Safety of Pupils on Educational Visits' published by DfE and this Safety Policy document.

3.1.1.2 The Group Leaders must:-

- i) report back after the trip;
- ii) ensure that the Head is informed about less routine trips well in advance;
- iii) provide the Head with their proposals if the trip involves an overnight stay or travel outside the UK;
- iv) ensure that they and other Staff are competent to monitor the risks throughout the trip;

- v) be clear of their role and who is in sole charge of the trip; vi)
- ensure that the following elements are taken into account:- a)
- Planning (including Risk Assessment)
- b) Supervision
- c) Pupil preparation
- d) Communication
- e) Transportation
- f) Insurance
- g) Emergency Procedures

The School's more detailed arrangements and guidelines clearly set out the procedures to be observed prior to and during any School Trip and must be followed. For further information please consult the **School Trips Policy Statement and Introduction to the Procedure.**

### **3.2 Machinery Guarding and Work Equipment**

- 3.2.1 It is the intention of the School that all machinery, whether static or mobile, academic or maintenance, will be guarded, according to the relevant assessed risks, in accordance with the requirements of the Provision and Use of Work Equipment Regulations 1998 utilising guidance given in Booklet L22. The standards that have been established and laid down for many years under Sections 12, 13 and 14 of the Factories Act 1961 and associated legislation will be utilised, even though, for the most part, that legislation did not apply to the School.
- 3.2.2 More specifically the matters of guarding will be those detailed in BS5304:1988 and other relevant standards with interpretation of the Standards being provided by the School's Health and Safety Consultants.

### **3.3 Fire Evacuation Policy**

- 3.3.1 This policy is a 'serious and imminent danger procedure' under the Management of Health and Safety at Work Regulations 1999.
- 3.3.2 Once in every term, preferably within the first fortnight, the School will hold a fire drill, the timing of which will be known only to selected staff. A written report will be sent to The Director of Operations on each occasion by the Facilities Manager on the prescribed form.
- 3.3.3 If the School is not cleared completely within the established minimum time for each site, the drill will be considered inadequate and a further practice will be held until the satisfactory standard is achieved.
- 3.3.4 As regards the boarding house, there will be practices once a term.
- 3.3.5 The Facilities Manager will keep a record of the date and time of every fire drill and the exact time taken to clear the buildings, and this data will be available to members of the Senior Management Committee.
- 3.3.6 The warning, in case of fire, shall be given by a siren or bell which is not used for other purposes and can easily be recognised by staff and pupils and will be heard clearly in all parts of the buildings.
- 3.3.7 This fire alarm system will be tested weekly. The work will be done by the Facilities Manager and the testing will be done sequentially from one operating point to the next. Details of these tests will be kept in the Fire Log.
- 3.3.8 Directions for the evacuation of pupils and others will be displayed in a prominent place in classrooms, common rooms, cloakrooms, prep rooms, offices, assembly halls, sick rooms, libraries, gymnasiums, dining rooms, kitchens and dormitories.
- 3.3.9 Exit doors leading from School buildings should never, under any circumstances, be locked or obstructed during school hours.
- 3.3.10 Please refer to the Fire Operational and Emergency Action Plan for full fire procedures and evacuation details.

### **3.4 Science Teaching**

#### **3.4.1 Experimental safety**

- 3.4.1.1 The method of conducting all experiments in the curriculum will be according to the standards laid out in "Topics in Safety" published by the Association for Science Education, 2018 revision. Copies are available to all staff.
- 3.4.1.2 The chemicals used will be according to the recommended restrictions in the above publication.

#### **3.4.2 Eye protection**

- 3.4.2.1 The School recognise that eye protection is a difficult matter. Note is taken of the guidance of the above publication regarding categories A, B and C. However, it is understood that complete protection for the pupils will be available only if box goggles manufactured to BS2092C or BSEN 166 are provided and worn.

#### **3.4.3 Fume cupboards**

- 3.4.3.1 It is the policy of the School that fume cupboards will be assessed once a year. This will conform to the 14-month requirement for the thorough examination and test of engineering controls under the COSHH Regulations.
- 3.4.3.2 The minimum standard required by the Department of Education and Science is a flow rate of 0.3M/sec with the sash fully opened.

It is the aim of the School to achieve standards whereby the flow rate will be 0.5M/sec with the sash open at 0.5 metres.

#### 3.4.4 **Chemical Storage**

3.4.4.1 It is the policy of the School that chemical storage will be along the general lines of that laid out in Chapter 10 of the above publication.

#### 3.4.5 **Microbiology**

*(No such experiments take place but, if they should be introduced, then the following policies will apply)*

3.4.5.1 It is a policy of the School that all microbiological experiments will be assessed and categorised in accordance with chapter 5(a) of the above publication. The School will ensure that techniques and precautions appropriate to the level will be adopted as contained in chapter 5(a).

3.4.5.2 The treatment of contaminated equipment, treatment of spillages and disinfection procedures will be in accordance with the above chapter.

### 3.5 **First Aid**

3.5.1 The list of persons who hold a current HSE approved First Aid at Work qualification and/or Early Years First Aid qualification, and have been appointed as First Aiders for the School is available on the School's website.

3.5.2 The First Aid Policy gives details of the maintenance and location of First Aid Boxes. The First Aid Policy is published on the School's website.

### 3.6 **Grounds Staff**

3.6.1 All staff who use chains saws will be provided with hearing protection, visors, safety footwear and the correct ballistic clothing. They will have been on a chain saw training course and work will proceed according to the current HSE Guidance INDG 317.

3.6.2 All pesticides will be safely and securely stored and will be under lock and key except when being manipulated. The person responsible for the spraying of pesticides will have been on a course approved under the Control of Pesticides Regulations 1986 and will hold a certificate of competence issued by the National Proficiency Tests Council, Tel No 01203 696553.

### 3.7 **COSHH Regulations**

3.7.1 The School will take all necessary steps to comply with the above Regulations.

3.7.2 It is recognised that substances to which the Regulations apply will be used in the teaching of science, the teaching of art, CDT, the offices, maintenance, domestic cleaning and by the ground staff.

3.7.3 The School will establish and keep a folder in which will be listed the Data Sheets for each substance brought into the School, together with a written Assessment, where necessary, of the exposure of all persons who may use or be exposed to these substances.

3.7.4 The School will provide sufficient information to these persons so that they understand the principles of the Regulations and the precautions that need to be taken.

3.7.5 The School will undertake the appropriate statutory examinations of all engineering controls that are required by the Regulations.

3.7.6 The School has a system whereby the Director of Operations will be aware of any change in purchase policy so that new substances may be effectively monitored.

### **3.8 Electricity at Work Regulations**

3.8.1 The School will take all necessary steps to comply with the above Regulations.

3.8.2 The School recognises that it has to have a formalised system of maintenance for all electrical systems.

3.8.3 The School will ensure that fixed electrical installations are inspected and tested by a competent person at least every 5 years.

3.8.4 The School will prepare an inventory of all electrical apparatus used in the School and this will be annually inspected and tested and an appropriate register kept. All such apparatus will be visually inspected at the start of each term and any defects rectified. Where pupils bring electrical equipment onto the School premises, the School will write to the pupil's parents to the effect that the School expects all equipment to be to a high standard of manufacture and maintenance. The maintenance department may request that this equipment is electrically tested by a competent person.

3.8.5 The School will ensure that any temporary systems e.g. stage lighting and control gear are inspected and tested by a competent person every 3 months. In addition, the School will ensure that fixed stage electrical installations are inspected and tested annually by a competent person, and following any changes, before being energised.

3.8.6 The School recognises that pupils must not be exposed to voltages in excess of 25 volts. Project work will be individually assessed for potential hazards and written instructions prepared to control the risks.

3.8.7 The School will ensure that electrically competent teachers or technicians will be involved where there is any possibility of a person, pupil or otherwise coming into contact with live conductors at voltages above 25 volts or where large shortcircuit currents could flow.

### **3.9 Swimming Pools**

#### **Introduction**

3.9.1 The school recognises that the use of its swimming pool gives rise to a number of hazards and that the following factors are relevant to potential accidents:

- 3.9.1.1 Prior health problems e.g. heart trouble, asthma etc;
- 3.9.1.2 Alcohol or food before swimming;
- 3.9.1.3 Youth and inexperience (half of those who drown nationally are aged under 15);
- 3.9.1.4 Weak or non-swimmers straying out of their depth;
- 3.9.1.5 Unauthorised access to pools intended to be out of use;
- 3.9.1.6 Diving into insufficient depth of water;
- 3.9.1.7 Unruly behaviour and misuse of equipment;
- 3.9.1.8 Unclear pool water, preventing casualties from being seen;
- 3.9.1.9 Absence of, or inadequate response by, lifeguards in an emergency.

3.9.2 The School has taken all of the above matters into consideration in establishing its policy with regard to use of the pool.

### Information to Bathers

3.9.3 The School has developed a Swimming Pool Users Safety Code and will ensure that the information contained in the Code is brought to the attention of all bathers. This will be achieved by one of the following methods:

- 3.9.3.1 A notice displayed at the poolside;
- 3.9.3.2 A leaflet handed to bathers as they arrive and to those in charge of organised groups;
- 3.9.3.3 References in contracts with club organisers, hiring the pool;
- 3.9.3.4 Oral reminders, where necessary, by poolside supervision.

### Written Operating Procedures

3.9.4 The School has established a written Operating Procedure setting out the organisation and arrangements for ensuring users safety.

3.9.5 This will be brought to the attention of the School's staff who use the pool and to club organisations which might hire the pool.

### Swimming Teaching

3.9.6 The School will ensure that the necessary lifeguarding function is provided by those undertaking the teaching or coaching and that such person will fulfil lifeguarding requirements. The School also recognises that in certain circumstances, more than one suitably trained person will need to be present in accordance with the following basic guidelines:

Pool size: m	Area m <sup>2</sup>	Minimum number of lifeguards	Recommended minimum number of lifeguards in busy conditions
14.0 x 8.0	112	1	2

3.9.7 The School will take suitable account of the Department of Education and Science Booklet entitled "Safety and Physical Education" during teaching activities.

3.9.8 Where a class has been arranged into groups in a pool, and where the distances involved do not enable a single swimming instructor to directly work with and act as lifeguard for more than one group, a second person trained to act as a lifeguard will also be present.

3.9.9 In the School swimming situation, the School will ensure that the instructor acting as a lifeguard will be able to take short breaks from concentrated observation of the water as one class leaves and another one enters.

3.9.10 The maximum bather load is 20.

### Hire of Pool by Outside Organisations

3.9.10 The School will establish a contract with outside organisations who hire the pool which will include reference to safety arrangements.

3.9.11 The School will almost exclusively expect outside organisations to provide appropriate poolside supervision although as the pool operator, the School will ensure that it takes reasonable steps to ensure that the arrangements for safety, agreed with the hirers, are implemented.

3.9.12 This will be achieved by occasional checking of such activities to ensure that agreed supervision is being provided and that any agreed rules of behaviour are being observed.

**Precautions where constant poolside supervision is not provided**

3.9.13 The School considers that there will be occasions when constant poolside supervision is not required and the following conditions will be met:

3.9.13.1 The pool is relatively small and used by limited numbers at any one time;

3.9.13.2 The nature of the relationship between the School and the persons using the pool make it practicable to enforce “house rules” for safe behaviour by the pool users;

3.9.13.3 There will be no diving or other poolside equipment, or other features, posing particular risks.

3.9.14 Where constant poolside supervision is not provided, the following precautions will be taken:

3.9.14.1 Production of a clear written safety procedure as referred to at paragraph 3.9.4.

3.9.14.2 Lone bathing will be prohibited.

3.9.14.3 The following emergency arrangements will be available:

- (a) A poolside alarm or telephone to summon help in an emergency;
- (b) Suitable rescue equipment including poles or lifebelts will be available by the poolside and clearly identifiable;
- (c) A notice will be displayed telling bathers how to summon help in an emergency.

**3.9.15 Whenever the pool is in use, a member of staff will be designated as “on call” to deal with any emergency. Such person will be trained in rescue, resuscitation and first aid.**

See **Appendix 1** for note: Hire of Pool to Outside Organisations: Check-List of Points for Inclusion in Contracts

**3.10 Use of School Facilities by Members of the Public**

3.10.1 The School will ensure that all members of the public using the facilities of the School will be given sufficient information in order to allow them to avoid any risks to their Health and Safety.

3.10.2 With regard to the use of the School Halls, this information will relate to means of escape in the event of an emergency.

3.10.3 The agreement form used by the School as a contract with the hirer is attached. This will carry a specific clause stating that the hirer will ensure adequate supervision and take responsibility for the Health and Safety of persons using the facilities.

**3.11 Accident Reporting**

3.11.1 All accidents, no matter how trivial, should be reported, using the prescribed form, to the Director of Operations.

- 3.11.2 The School will take all necessary steps to comply with the Reporting of Injury, Diseases and Dangerous Occurrences Regulations 2013.
- 3.11.3 Whenever any of the following events occur, it must be reported to the Health and Safety Executive.
- (a) The death of any person as a result of an accident arising out of or in connection with work;
- (b) Any employee suffering any of the following injuries or conditions as a result of an accident arising out of or in connection with work:
- i) fractures, other than to fingers, thumbs and toes
  - ii) amputations
  - iii) any injury likely to lead to any loss of sight or reduction of sight
  - iv) any crush injury to the head or torso causing damage to the brain or internal organs
  - v) serious burns (including scalding) which
    - covers more than 10% of the body
    - causes significant damage to the eyes
    - respiratory system or other vital organs
  - vi) Any scalping requiring hospital treatment
  - vii) any loss of consciousness caused by head injury or asphyxia
  - viii) any other injury arising from working in enclosed spaces which:
    - leads to hypothermia or heat induced illness,
    - requires resuscitation or admittance to hospital for more than 24 hours
  - (c) Any other person (including pupils, visitors, members of the public etc) suffering an injury arising out of or in connection with work resulting in hospital treatment.
- 3.11.4 Any of the dangerous occurrences as listed in the Health and Safety Executive Leaflet HSE31.
- 3.11.5 The person at work is incapacitated for his or her normal work for more than seven days as a result of an injury (“over seven day” injury) caused by an accident at work;
- 3.11.6 The death of an employee if this occurs sometime after reportable injury which led to that employee’s death, but not more than one year afterwards.
- 3.11.7 In the case of a death, specified major injury or condition, or a dangerous occurrence, the Health and Safety Executive must be notified immediately e.g. by telephone and this must be followed up within ten days by a written report to the Health and Safety Executive on Form F2508 (F2508B in the case of dangerous occurrence).
- 3.11.8 In the case of over seven day injury to a person at work, a written report must be sent to the Health and Safety Executive within fifteen days of the accident on Form F2508.
- 3.11.9 The School will keep records of all reportable injuries and dangerous occurrences containing the date and time of the accident causing the injury or the dangerous occurrence; and the following particulars about the person affected: full name, occupation, nature of injury or condition, place where the accident or dangerous occurrence happened and a brief description of the circumstances. The School will keep a photocopy of each completed Form F2508 in a file in order to fulfil this requirement.

3.11.10 Maintenance of adequate accident records and the reporting of those necessary to the Health and Safety Executive will be the responsibility of the Director of Operations.

3.11.11 The School will arrange for all accidents and “near misses” to be investigated to determine the need for any remedial action. The person responsible for deciding who shall carry out the investigation is the Director of Operations.

3.11.12 Where appropriate, a copy of the report will be made available for discussion at the next Senior Management Committee Meeting.

### **3.12 Control of Legionellosis**

3.12.1 The School recognises that it operates hot and cold water systems where there is a foreseeable risk of Legionellosis and which therefore requires control.

3.12.2 The School will do all that is necessary to fulfil the requirements of the Approved Code of Practice by identifying and assessing sources of risk, preparing a scheme for preventing or controlling the risk, implementing and managing precautions and keeping appropriate records of precautions implemented.

3.12.3 The School recognises that Legionella may colonise storage tanks, calorifiers, pipework and associated plant including taps, showers and other appliances. In particular, it is recognised that Legionella is most likely to multiply in calorifiers where water temperatures are insufficiently high and in pipework leading to taps and showers.

3.12.4 The main objective of the School is to operate water services at temperatures which do not permit the growth of Legionella and to avoid stagnation. The School

will also ensure that the system is clean in order to minimise the opportunity for bacterial contamination.

3.12.5 Where possible, water services will operate at temperatures that prevent the proliferation of Legionella, that is hot water storage (calorifiers, at 60°C); hot water distribution of at least 50°C attainable at the taps within one minute of running; cold water storage and distribution at 20°C or below. Whilst it is recognised that water temperatures in excess of 50°C give rise to a danger of scalding, and where necessary “fail safe” thermostatically controlled mixing valves will be used to allow the hot water system to run safely at higher temperatures to control Legionella.

3.12.6 Where the above water temperatures cannot be maintained, weekly thermal disinfection of the system will be carried out. This will involve raising the temperature of the whole of the contents of the calorifier and then circulating this water throughout the system for at least an hour. Each tap and appliance will be run sequentially for at least five minutes at this full temperature.

3.12.7 It is recognised that if a calorifier or substantial part of the system is on stand-by operation, or if it is out of use for a week or longer for maintenance or other purposes, water will be raised to the operating temperature throughout for at least an hour before being brought back into use.

3.12.8 The following regime of routine inspection and maintenance will be established for the plant:

- (a) Water temperatures at calorifiers will be checked monthly;
- (b) Water temperatures at taps after one minute running will be checked monthly;
- (c) Conditions in tanks for the presence of organic materials, vermin etc annually;
- (d) Conditions in calorifiers for organic materials and undue build-up of scale,

annually;

- (e) The condition of accessible pipework and insulation annually.

3.12.9 The system will be cleaned and disinfected if routine inspection shows it to be necessary, if the system or part of it has been substantially altered or entered for maintenance purposes, or following an outbreak or suspected outbreak of Legionellosis.

3.12.10 The following records will be kept:

- (a) A simple description and plan of the system identifying storage and header tanks, calorifiers and relevant items of plant;
- (b) Details of the risk assessment;
- (c) Details of system operation relevant to controlling the risk, and the precautions to be implemented;
- (d) Procedures for inspecting and checking the system; (e) Details of precautions carried out.

3.12.11 The nominated officer for responsibility for ensuring this policy is implemented is the Facilities Manager.

### **3.13 Senior Management Committee**

#### Meetings

3.13.1 The Senior Management Committee meets twice per term although members have recourse to call for an emergency meeting should circumstances so dictate.

#### Terms of Reference

3.13.2 The School has fault detection/reporting procedures in place for dealing with day to day health and safety issues. Monitoring of remedial action is carried out by Departmental Heads.

3.13.3 It is, therefore, considered appropriate that the Senior Management Committee should address the School's overall Health and Safety Policy, accident/near miss trends, fault development trends and future strategy. The minutiae of day to day health and safety issues are not for consideration, except where they raise issues relevant to policy determination and changes might be needed.

#### Personnel

3.13.4 The Head chairs the Committee.

The members are

Senior Deputy Head and Head of the Junior Department

Director of Studies

Deputy Head of Junior Department

Director of Operations

Director of Finance

Assistant Head Pastoral

Whilst it is recognised that membership will be kept to the usual attendance, other staff representatives will be co-opted onto the Committee for Health and Safety business in which they are directly involved.

### **3.14 Abrasive Wheel Machines**

3.14.1 The School utilises abrasive wheel grinders. Under the Provision and use of work equipment Regulations 1998 (HSG17), no person is allowed to mount any abrasive wheel unless he has been trained, is competent and has been appointed by the employer. Although these Regulations do not apply to Schools, the same standards will be adopted. The persons appointed by the School are:-

The Facilities Manager  
The Head of Design Technology  
Teachers of Design Technology

3.14.2 Tool rests on abrasive wheel grinders are required to be adjusted as close as practicable to the exposed part of the abrasive wheel. All staff are expected to be vigilant and to carry out checks whenever they use the grinder and before pupils use a grinder and to carry out the necessary adjustments to the tool rests to ensure they are so maintained.

3.14.3 If eye shields are provided these must be kept in a clean and good condition.

3.14.4 Eye protection (BS2092.1 or BSEN 166) must be worn when abrasive wheel grinders are used.

### **3.15 Safety of Pressure System**

3.15.1 The School will take all necessary steps to comply with the Pressure Systems Safety Regulations 2000.

3.15.2 The School recognises that the Regulations will apply to all pressure systems on site containing steam at any pressure, or a gas, or a liquid, or a mixture of both at a pressure greater than 0.5 bar (7psi).

3.15.3 The School will use manufacturer's literature and information available from their Competent Person who carries out current thorough examination and test of pressure systems, to establish the safe operating limits of its pressure systems.

3.15.4 A written scheme for periodic examination of its pressure systems has been prepared by a Competent Person (Royal Sun Alliance Insurance Engineering).

3.15.5 The Competent Person carries out examination of the pressure system in accordance with the written scheme.

3.15.6 The School will provide adequate and suitable instructions to employees who have to operate pressure systems and this will include training, close supervision, provision of data and, if necessary, schematic or flow diagrams to help with the identification of important controls, valves etc.

3.15.7 The School will ensure that its pressure systems are properly maintained in good repair so as to prevent danger.

3.15.8 The School will ensure that it keeps the correct documentation. This documentation will consist of the following:

- (a) An initial report and examination of the pressure system upon it being taken into use;
- (b) The last report of examination of the pressure system made by the Competent Person;
- (c) Any other reports if they contain relevant data to assist safe operation, or referring to repairs and modifications;
- (d) Information referring to data supplied by the designers or manufacturers.

### 3.16 Management of Contractors

3.16.1 The School recognises that its role in managing Contractors working on site falls within two distinct categories:

- (a) Contractors carrying out work which falls within the definition of the Construction (Design and Management) Regulations 2015;
- (b) Contractors whose work does not fall within the above Regulations.

3.16.2 For construction work falling within the Construction (Design and Management) Regulations 2015, the School will take the following action:

- i) fulfil the role of Client as defined within these Regulations; ii) appoint a Competent Person as Planning Supervisor and competent Principal Contractors ensuring that they allocate sufficient time and resources to carry out their duties.
- iii) The School will also ensure that these duties extend to designers and contractors if the School is responsible for their appointment.
- iv) On the basis of the complexity and scope of the construction work, the School will determine whether the Planning Supervisor can be appointed from within the School's organisation or whether an external appointment is required.

3.16.3 For contractors whose work does not fall within the Construction (Design and Management) Regulations 2015, the School has a set of instructions for School Contractors which are appended to this Section at Appendix 2.

3.16.4 The School will ensure that all Contractors sign these instructions as acknowledgement of receipt and agreement to work within the conditions specified.

3.16.5 See the **Selecting and Managing Contractors Policy** for further information on the procedures to ensure that the School will undertake to ensure compliance with the relevant legislation with regard to the use of contractors on the School premises

See **Appendix 2** for Draft Instructions for School Contractors

### 3.17 Noise

3.17.1 The School is aware of the Noise at Work Regulations and where it believes that employees are exposed to noise levels that would designate the area as either Action Level 1 or Action Level 2, appropriate hearing protection will be provided and worn.

3.17.2 It is believed that these controls will be necessary in the following operations:

- (a) Grass cutting operations;
- (b) Use of chain saws;
- (c) Use of all woodworking machinery;
- (d) Strimmers;
- (e) Driving of tractors unless provided with Q cabs.

3.17.3 A copy of the Noise Assessment, where necessary and appropriate, will be held by the Facilities Manager

### 3.18 Competent Persons

3.18.1 Under the Management of Health and Safety at Work Regulations 1999,

*This is a whole school policy which also applies to the Early Years Foundation Stage and Boarding*

Regulation 7, the School has appointed the following Competent Persons to assist in undertaking the measures necessary to comply with relevant statutory provisions:

1. Health & Safety Matters - Facilities Manager;
2. Fire Evacuation Procedures - All teaching staff and designated non-teaching staff (see Section 3.3.10);
3. Electrical Work  
Barnwell Electrical Limited (for installation and maintenance of fixed wiring)  
Huttie (for installation and maintenance of fixed wiring)  
Janus Safety Solutions Ltd (for portable appliances)
4. Abrasive Wheel Mounting - see Section 3.14;
5. Pressure Systems, Written Scheme & Examination British Engineering Services  
Huttie Plumbing (for routine maintenance of boilers on a termly basis)
6. Gas installations  
Huttie (for routine maintenance on a termly basis and any work to the systems.
7. Display Screen Equipment, eye & eyesight tests – The Facilities Manager
8. Fire Alarms – CamAlarms Ltd (installation and termly maintenance)  
Southern Monitoring (A monitored service for automatic notification of the Fire Brigade.)
9. Gymnasium Equipment – Olympic Gymnasium (inspection and report).

### **3.19 Display Screen Equipment**

- 3.19.1 It is the policy of the School to comply with the Health and Safety (Display Screen Equipment) Regulations 1992 utilising the guidance given in Booklet L26.
- 3.19.2 The School will carry out a suitable and sufficient analysis of all workstations to assess the health and safety risks to exposed persons. This will be carried out by the Facilities Manager.
- 3.19.3 The School will plan the activities of “users” to allow periodic breaks or changes of activity.
- 3.19.4 The School will arrange for appropriate eye and eyesight tests to be carried out on “users” by a Competent Person, on request, and at appropriate regular intervals as recommended by the Competent Person.
- 3.19.5 All “users” will be informed of appropriate workstation analysis assessments, the arrangements for work interruption, where necessary, and be trained in the use of their workstation.

### **3.20 Manual Handling**

- 3.20.1 It is the policy of the School to comply with the Manual Handling Operations Regulations 1992 utilising the guidance given in HSE publication L23.

3.20.2 In particular, the School will:-

- i) avoid the need, so far as is reasonably practicable, for employees to undertake any manual handling operation which involves a risk of injury.
- ii) where a manual handling operation cannot be avoided a suitable and sufficient assessment will be carried out. The person(s) responsible for carrying out these assessments is The Facilities Manager.
- iii) take appropriate steps to reduce the risk of manual handling operation injury to the lowest level reasonably practicable, and provide employees with general indications on the weights of loads.

3.20.3 The Director of Operations is responsible for co-ordinating the above on the School's behalf.

### 3.21 Personal Protective Equipment

3.21.1 It is the policy of the School to comply with Personal Protective Equipment at Work Regulations 2022 based on the guidance in Booklet L25.

3.21.2 The School recognises that Personal Protective Equipment is a last resort and that wherever possible, risks should be controlled by other means. Where the risks cannot be controlled by other methods or it is assessed there is a residual risk, then suitable Personal Protective Equipment will be provided to employees.

3.21.3 Where it is determined that Personal Protective Equipment is required then an assessment will be made to assess the risks, define the characteristics required of the equipment and compare these with the characteristics of available equipment to ensure the equipment provided is suitable. The assessment will be recorded unless it can be easily repeated and explained.

3.21.4 All Personal Protective Equipment will be maintained and accommodation provided for it when it is not in use.

3.21.5 Employees will be informed, instructed and trained on the risks which the Personal Protective Equipment will avoid, or limit; the purpose and manner in which the equipment is to be used and action they need to take to ensure it remains in good repair and efficient working order.

3.21.6 A record will be kept of all Personal Protective Equipment which is issued using the format which follows on the next page.

3.21.7 The persons nominated to co-ordinate the above on behalf of the School are  
The Facilities Manager (Maintenance Staff)  
The Catering Manager (Catering Staff)

## St John's College School

### ISSUE OF PERSONAL PROTECTIVE EQUIPMENT

Name of Employee .....

Department ..... Job .....

Date of Issue .....

PPE

Eye Protection

SPECIFICATION (BS or BSEN Standard)

.....

Hearing Protection	.....
Safety Shoes	.....
Helmets	.....
Respirators	.....
Wet Weather Equipment	.....
Other (Specify)	.....

**HEALTH AND SAFETY AT WORK ETC ACT 1974**

I have a duty to take reasonable care for the health and safety of myself and any other persons who may be affected by my acts or omissions.

I have a duty to co-operate with my employer to enable him to fulfil his legal duties.

I must not intentionally or recklessly interfere with or misuse anything provided for our health, safety and welfare.

**CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH REGULATIONS 2002**

I understand that when provided with any Personal Protective Equipment, e.g. Respirators, Gloves, to reduce my exposure to a substance and act as a Control Measure; that I have a duty to wear it/use it correctly and promptly report any defects.

**THE NOISE AT WORK REGULATIONS 2005**

I understand that I have a duty to fully and properly use the ear protection provided for me by my employer when working on jobs with noise levels above 90 dB(A) and to report any defects back to him.

**PERSONAL PROTECTIVE EQUIPMENT AT WORK REGULATIONS 2002**

I understand that when provided with any Personal Protective Equipment I have a duty to use it in accordance with any training and instructions, take all reasonable steps to ensure it is returned to accommodation provided for it after use, and report any loss or obvious defects to my employer.

**PERSONAL UNDERTAKING**

I have read the above and understand my duties as regards the wearing of the equipment issued to me. I know where to obtain replacements if the equipment is lost or damaged.

SIGNED ..... DATE .....

**3.22 Management of Health and Safety at Work Regulations 1999**

- 3.22.1 It is the policy of the School to comply with the Management of Health and Safety at Work Regulations 1999 and its Approved Code of Practice.
- 3.22.2 The School will make a suitable and sufficient Assessment of the risks to health and safety of its employees whilst they are at work, to identify the preventive and protective measures necessary to comply with the requirements of relevant statutory provisions. The person responsible for carrying out the Assessment on the School's behalf is the Director of Operations.
- 3.22.3 Where the Risk Assessment identifies any appropriate Health Surveillance this will be carried out following consultation with suitably qualified and Competent Persons.

- 3.22.4 To assist in undertaking the measures identified by the Risk Assessment as necessary to comply with relevant statutory provisions, the School has appointed a number of Competent Persons (see Section 3.18). Co-ordination of the necessary measures and Competent Persons will be carried out on the School's behalf by the Director of Operations.
- 3.22.5 The results of the Assessment including identified risks and any necessary preventive and protective measures will be brought to the attention of relevant employees.

### **3.23 Training**

- 3.23.1 The School will comply with the Health and Safety at Work Etc Act 1974 and Management of Health and Safety at Work Regulations 1999 with respect to training.
- 3.23.2 Before entrusting any task to an employee the School will take into account their capabilities as regards health and safety to ensure the work demands do not exceed their ability to do the work without risk to themselves or others.
- 3.23.3 The School will provide employees with health and safety training:-
- a) on recruitment. This induction training will give general health and safety training on the risks associated with the School's undertaking, including arrangements for first aid, fire and evacuation;
  - b) or their being exposed to new or increased risks due to transfer or change of responsibilities or due to the introduction of new or changed work equipment or technology;
  - c) periodically as refresher training, as appropriate.
- 3.23.4 Records will be maintained of all training that has been given. The person responsible for co-ordination of training on the School's behalf is the Director of Operations.

### **3.24 School's Management of Health and Safety**

- 3.24.1 The School acknowledges the good practice guidance contained in Managing Health & Safety in Schools prepared by the Education Service Advisory Committee of the Health & Safety Commission.
- 3.24.2 This Health and Safety Policy illustrates the sustained commitment and interest of the School which it considers essential for successful health and safety management.
- 3.24.3 In addition to this Policy and the independent monitoring and auditing carried out by Strictly Education Ltd as the appointed School's

Competent Persons, the School intends to progressively implement planned Active Monitoring Inspections.

3.24.4 The School's Director of Operations as Health and Safety Co-ordinator, with support as necessary from other staff, will be responsible for preparing the inspection plan, which will establish:-

- i) the frequency of inspection;
- ii) the areas or topics for inspection and the progressive development of inspection checklists;
- iii) who will do the inspections;
- iv) how the inspections will be completed, reported and actioned.

3.24.5 The School's Director of Operations will establish and maintain the Health and Safety Committee as part of the School's Health and Safety structures. Meetings will be minuted and the Minutes will be considered by the Senior Management Committee as part of its standard business.

### **3.25 Slips, Trips and Falls**

3.25.1 The Facilities Manager is responsible for the condition of the School's walkways, stairways, rooms and outside paths. Refurbishment works continually take place primarily during school holidays. Potholes on public pavements and roads directly outside school property are reported to the County Council.

3.25.2 Wet floor cleaning signs and barrier systems are used by cleaning staff to alert persons to slippery floor areas during cleaning. Spills and shattered items are cleaned up as soon as possible.

3.25.3 Non-slip footwear is provided to the Facilities and Catering Departments.

### **3.26 On-Site Vehicle Movements**

3.26.1 The on-site vehicle speed limit is 5 mph, the compact layout of the site means that vehicle movements are restricted to driveways and the sports fields.

3.26.2 The horseshoe at Byron House is manned by staff during the morning from 08:00hrs to 08:45 hrs for the morning drop off.

3.26.3 The horseshoe at Senior House is not manned by staff. Children are told to keep to the left-hand side of the pavement and are deemed sensible for the area not to be manned.

3.26.4 There is no parking outside the horseshoes during the term time, unless in exceptional circumstances where these will be specifically Risk Assessed.

### **3.27 Working at Height**

- 3.27.1 The Facilities Manager will apply the following hierarchy for managing and selecting equipment for work at height, namely:
- Avoid work at height where possible.
  - Use work equipment or other measures to prevent falls where it cannot avoid work at height
  - Where it cannot eliminate the risk of a fall, use work equipment or other measures to minimise the distance and consequences of a fall should one occur
  - A flowchart is included at Appendix 3 for controlling work at height.
- 3.27.2 The school requires that work at height, including organisation, planning, supervision and supply and maintenance of equipment is only to be undertaken by competent and trained staff.
- 3.27.3 When equipment is selected for work at height it will be:
- The most suitable equipment for the task
  - Give collective protection measures priority over personal protection measures
  - Take account of working conditions and the risks to the safety of all those at the place where the work equipment is to be used.
- 3.27.4 Inspection of equipment used for work at height will be undertaken by a competent external contractor on a regular basis.
- 3.27.5 Ladders will be used in accordance with HSE document Safe Use of ladders and stepladders available on the HSE website
- 3.27.6 Any contractors used by the school will be expected to follow the principles of this guidance.

### **3.28 Asbestos**

- 3.28.1 The School will be the duty holder as specified in the Control of Asbestos at Work Regulations 2012 ("CAW").
- 3.28.2 It is the School policy that no employee or other person for whom the School is responsible should, so far as is reasonably practicable, be exposed to asbestos (except in the case of an approved asbestos surveyor or licensed removal contractor).
- 3.28.3 Where asbestos exists or is suspected in any of the School campus, an asbestos risk assessment will be conducted by specialist surveyors to identify asbestos containing materials. The Director of Operations will arrange for this to take place with assistance with the Facilities Manager.

- 3.28.4 An asbestos register will be maintained for each property where the School is the Duty holder showing the location, type and condition of the asbestos. The Facilities Manager will be responsible for the upkeep of the register.
- 3.28.5 Details of the asbestos register will be made available to all occupants of the building and visiting contractors (as required).
- 3.28.6 Where asbestos exists, and risk assessments indicate a high asbestos hazard, warning signs will be displayed.
- 3.28.7 An asbestos management plan will be formulated if required, in conjunction with the Director of Operations / Facilities Manager to either:  
(a) encapsulate any asbestos present and monitor its condition:  
or (b) have the asbestos removed by a licensed contractor. (c)  
the plan will specify:  
(i) who is responsible for managing the asbestos  
(ii) responsibility for the asbestos register  
(iii) the schedule for monitoring the condition of the materials  
(iv) the associated channels of communication  
(v) the Director of Operations will have responsibility for the management of the plan
- 3.28.8 Where any work is likely to involve contact with asbestos containing materials, the Director of Operations / Facilities Manager will appoint an HSE licensed contractor to undertake the works.
- 3.28.9 Where any refurbishment work is required in a building that contains asbestos, the School may need to commission a refurbishment and demolition survey which will give a more detailed understanding of the asbestos present in the building.
- 3.28.10 Where any School employees may undertake activities where asbestos could be disturbed, they will be provided with awareness training so that they understand the dangers and steps to take if they accidentally exposed.
- 3.28.11 Where an employee / contractor / pupil believe they have discovered asbestos they should contact the Director of Operations immediately so that appropriate action can be taken.

### **3.29 Violence within School**

- 3.29.1 The School maintains a zero tolerance policy towards violence and threatening behaviour within the school, whether it be involving staff or pupils.
- 3.29.2 The term 'violence' covers any incident where persons are abused, threatened or assaulted on school premises.
- 3.29.3 Any incidence of violence or threatening behaviour is reported immediately to the Senior Management Team in the first instance, and a full investigation will be carried out.

- 3.29.4 The Designated Safeguarding Lead should be informed in order to assess whether the matter is classed as a safeguarding issue; where such an issue is identified, the procedures in the School's Safeguarding policy will be followed.
- 3.29.5 The School will support any staff member or pupil wishing to take action against the perpetrators of any such violence.
- 3.29.6 The School's Staff Code of Conduct and Behaviour Policies can be viewed on the school website.

### 3.30 Staff Wellbeing

- 3.30.1 The School aims to enable all staff to work in an environment in which staff wellbeing is supported and which enables staff to carry out their duties effectively.
- 3.30.2 An open door policy is adopted by the Senior Management Team. Staff's mental, physical and emotional wellbeing is taken seriously and staff are supported in order that they may seek any help and support they need, including the use of occupational health services.
- 3.30.3 The School offers an external Employee Assistance programme for all its staff, providing counselling services, fitness and general wellbeing advice. This is publicised in the staffrooms and leaflets are also available from the HR & Compliance Administrator.

## Appendix 1

### HIRE OF POOL TO OUTSIDE ORGANISATIONS: CHECK-LIST OF POINTS FOR INCLUSION IN CONTRACTS

1. Information on numbers participating and their swimming skills.
2. Name of hirer's representative who will be in charge of the group.
3. Numbers and skills/qualifications of lifeguards to be present during the session; and whether these will be provided by the hirer or by the pool operator.
4. Hirer to be given copies of normal and emergency operating procedures, and to sign to the effect that these have been read and understood.
5. Specific agreement on the respective responsibilities of the pool operator and the hirer for action in any emergency. A distinction needs to be drawn between:
  - (a) emergencies arising from the activities of the group using the pool; and
  - (b) other emergencies (structural or power failures, etc).

Responsibilities for the latter will remain with the pool operator who will need, accordingly, to have competent staff in attendance during the hire session.
6. Any rules of behaviour to be enforced during the session.

7. Any advice on safety to be given to participants, e.g. on avoiding alcohol and food immediately before swimming.

## DRAFT INSTRUCTIONS FOR SCHOOL CONTRACTORS

1. These Rules for Contractors are issued to all Contractors working within the School and for work which is not covered by the Construction (Design and Management) Regulations 2015. The School has a policy for compliance with these Regulations and these instructions are not considered to represent any Health & Safety Plan under the Regulations.
2. The School Liaison Manager for Contractors is ..... He must be contacted before any work is commenced. The School requires Contractors to book in and out of site daily, and this is to be arranged with .....
3. Contractors will be expected to produce satisfactory evidence of insurance cover in respect of their legal liabilities to the School, third parties and their own employees. It is a condition of contract that any main contractor assumes the legal liabilities to the School and third parties which may be occasioned through the actions of any sub-contractor or other body employed or engaged by the Contractor up to £..... unless otherwise specified.
4. Unless specifically agreed in writing with the Contractor, orders are placed on the basis that the Contractor will provide all equipment including ladders, trestles, tools, scaffolding and any necessary protective clothing and equipment for their employees. The use of School equipment such as lifting equipment, electrical supplies, tools and access equipment is prohibited unless specifically authorised by .....
5. Contractors are not permitted to engage the assistance of School personnel without specific authorisation from .....
6. When a Contractor uses scaffolding or other access equipment on site he must ensure that it complies with the Construction (Design and Management) Regulations 2015. Scaffolding inspections, in accordance with these Regulations are the responsibility of the Contractor.
7. The Contractor is responsible for seeing that any sump, pit or other excavation caused or worked on is securely fenced as required by the Construction Regulations.
8. The Contractor shall ensure, by proper boarding, shuttering or other means, the protection from damage of any property of the School or other persons' property adjoining the site.
9. No contractor's employee is allowed to interfere with or operate any valve, tap, switch or plant control without first obtaining permission from .....
10. Contractors are reminded that, under the Electricity at Work Regulations 1989, Regulation 14, no work activity should be carried out on, or near, any 'live' conductor unless it is unreasonable, having regard to all relevant factors, for the equipment to be 'dead' while work proceeds; and that it is reasonable for the work to be carried out on or near it while it is 'live'; and suitable precautions are taken to prevent injury.
11. When portable electrical equipment is brought on to the site, this is expected to be of 110 volt centretapped supply unless otherwise specifically authorised. All cables and extension leads are to be in good condition, properly maintained and terminated.
12. All gas welding or flame-cutting equipment brought on to site is expected to be fitted with flashback arrestors, and proper arrangements are to be made by the Contractors for securing of cylinders while on site. This applies both to gas cylinders which are in use, and spares. Cylinders which are not secured to a trolley should be tied back to a frame or other support to avoid damage to valves.
13. The School site includes areas of high fire risk which are identified by appropriate signs. The ban on smoking and naked lights in these areas is rigidly enforced and Contractors must be vigilant in observing these conditions.
14. Any accidents that occur on site must be reported to ..... We expect the cooperation of Contractors in the investigation of any accidents which may occur.

15. Contractors are required to advise the Liaison Manager where they will be working on site and should not go into other areas without prior authorisation.
16. The Contractor shall inform the Liaison Manager of the health hazards of any substances he brings on to the site, the likely exposure risks to our employees or pupils, and any precautions that need to be followed.
17. Any queries or problems on site should be referred to ..... In his absence his nominated deputy should be contacted who will be pleased to assist the Contractor in his endeavour to ensure safety on our premises.

I acknowledge receipt of a copy of these Instructions for Contractors and agree to be bound by the conditions outlined above.

Signed ..... (Contractor)

Dated .....

SCHOOLS WORKING AT HEIGHT FLOWCHART

