



**LIFE** Education Trust

## **HEALTH & SAFETY POLICY**

|  |                                   |
|--|-----------------------------------|
| <b>Policy</b>                              | <b>Health &amp; Safety Policy</b> |
| <b>Policy adopted by Trust Board</b>       | <b>2.3.21</b>                     |
| <b>Reported to LGBs for implementation</b> | <b>4.3.21</b>                     |
| <b>Implementation Date</b>                 | <b>4.3.21</b>                     |
| <b>Review Date</b>                         | <b>January 2022</b>               |
| <b>Policy Source</b>                       | <b>Havering Model Policy</b>      |

## Status of this document

This Policy details the local arrangements for managing health & safety at schools in LIFE education Trust. It is a subordinate Policy to the London Borough of Havering's Corporate Health & Safety Policy, and should therefore be read in conjunction with this and the Corporate Safety Management System.

## Statement of intent

LIFE Education Trust is committed to ensuring high standards of health & safety in all its activities. It aims to not just comply with the minimum health & safety legislative requirements but, the spirit of the law as well. The Trust values its employees and will endeavour to ensure that their health, safety and welfare, and those of any visitors to the site (including pupils), are protected so far as is reasonably practicable. It recognises the economic and social benefits which are derived from the implementation of an effective health & safety management system. In order to derive these benefits the Trust's Board of Trustees and Senior Management Team commit to providing the necessary leadership and resources to implement, maintain and continuously improve the School's safety management system of all schools within the Trust.



Signed Chair of Board

## Safety Management System

The Safety Management System is based on the HSE's model in HSG 65 "Successful Health & Safety Management".



## **Schools within LIFE Education Trust**

### **Local Governing Body**

The Local Governing Body is responsible for ensuring that:

- It considers the Health & Safety implications of its decisions;
- Adequate resources are allocated to Health & Safety;
- Health & Safety standards are maintained by monitoring the school's performance on a termly basis;
- At least one Health & Safety Governor is nominated;
- This Policy is kept up to date by reviewing it annually.

### **Health & Safety Governors**

Health & Safety Governors will:

- Participate in termly workplace inspections of the establishment;
- Monitor the School's health & safety performance (including against its action plan) on behalf of the Local Governing Body (see the arrangements section for further details on monitoring requirements);
- Present a report to the Local Governing Body each term detailing the findings of their activities.

### **All Employees**

All employees have a legal duty to take care of their own health and safety and the safety of others affected by their acts and omissions, and to co-operate with the School to enable it to carry out its responsibilities. They must not interfere or misuse anything provided to ensure people's health and safety.

They also have a responsibility to report hazards and unsafe practices which they become aware of using the School's hazard reporting system. The employee should take all reasonable steps to make the situation safe (without putting themselves at risk) until it can be dealt with.

It is the responsibility of all employees to comply with the School's Health and Safety Policy and associated arrangements, and to co-operate with the School on its implementation.

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

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

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

### **The Headteacher/Head(s) of School**

The Headteacher/Head(s) of School is/are responsible for ensuring that:

- The Health & Safety decisions of the Local Authority Director of Children's Services are complied with;
- Systems are established and maintained within the School to ensure that health & safety is effectively managed;
- A Health & Safety Officer has been appointed;
- Sufficient resources are allocated to enable health and safety to be successfully managed;
- The Corporate Health, Safety and Welfare Policy and this Policy are brought to the attention of all staff and they are aware of their responsibilities under them;
- A copy of the Council's Health & Safety guidance documents is kept in the Finance Office of the School, that other copies are distributed to relevant members of staff and that a record of distribution is maintained;
- Health and safety information is communicated to relevant staff;
- Accidents are recorded, reported and investigated using the established procedures;
- There are adequate arrangements in place to enable the School's employees to be consulted on matters affecting their health & safety. Where trade union safety representatives have been appointed that suitable arrangements are made to enable them to be able to undertake their duties;
- Assessments for all risks to health and safety are carried out and the significant findings recorded, with appropriate preventative measures being taken. In particular he/she will ensure that adequate arrangements have been made to manage potential emergency situations
- New employees receive appropriate health, safety and welfare information, instructions and training, including details of the Health, Safety and Welfare Policy, fire and other safety procedures;
- The School's health and safety performance is monitored;
- Termly health and safety inspections of the School are carried out. In order to demonstrate senior leadership commitment to health & safety he/she will participate in at least one inspection per year.

### **Senior Leadership Team**

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

Members of the Team are responsible for deputising for the Headteacher/Head(s) of School in his/her absence.

### **Key responsibilities of all managers and supervisors**

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

Key general management responsibilities include:

- (a) Promoting and developing a positive attitude towards health, safety and welfare throughout the School;
- (b) Ensuring that they are and remain competent to undertake their role;
- (c) Ensuring that work activities under their control are carried out, so far as is reasonably practicable, safely and without risk to health, and that adequate arrangements are made for welfare;

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

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

Some managers within the School have additional responsibilities to the general duties and these are described below. Duties relating to the inspection and maintenance of plant & equipment (either directly or contract management) are contained in the Maintenance and inspection matrix at the end of this section.

### **Health & Safety Officer**

The main purpose of this role is to champion and monitor the implementation of the School's Health & Safety Policy on behalf of the Board. The Director of Operations currently holds this role. They are therefore responsible for:

- a) Establishing central record keeping systems for the School, for key documents such as risk assessments, safe systems of work and emergency procedures;
- b) Preparing health and safety monitoring reports for the Board;
- c) Reporting deficiencies, failures, or lack of co-operation with the School's safety management system to the Board where they are unable to achieve resolution themselves.
- d) Liaising with the Local Authority Schools' Health & Safety Team. Including the adoption and distribution of corporate policy and guidance within the school

### **Premises and Facilities Manager**

Is responsible for ensuring the health and safety of the Premises, in particular they are responsible for:

- Ensuring that all fire exits are clear from obstruction and unlocked prior to the building being occupied;
- Undertaking a regular test of the fire alarm system;
- Undertaking a regular test of the emergency lighting system;
- Undertaking a regular test of the magnetic door release mechanisms;
- Checking the hazard reporting book at least daily, rectifying those issues within their authority and notifying the Health & Safety Officer of any unresolved issues;
- Undertaking termly inspections of the communal areas of the School to identify hazards;
- Liaising with lettees to ensure that they are aware of evacuation procedures and routes, hazard

and accident reporting procedures;

- Liaising with contractors to ensure that they are aware of relevant School procedures, including but not limited to fire, hazard & accident reporting and asbestos control.

## Heads of Department

Heads of Departments are responsible for implementing the Health and Safety Policy within their Department.

In particular, Heads of Department will need to ensure that:

- A copy of risk assessments relevant to the Department is maintained.
- Equipment within the Department is maintained in a safe condition. To achieve this Heads of Department will ensure that the equipment is subject to regular inspections by competent staff and an annual maintenance programme.
- Termly inspections are undertaken to identify hazards and unsafe acts and omissions within the Department, and that an action plan is produced to ensure that any issues identified are resolved;
- New employees receive appropriate health and safety information, instruction and training, including Departmental safety procedures;
- Records are maintained of the Department's health & safety activities:

## Teachers

The health, safety and welfare of students in classroom, laboratories and workshops are the responsibility of the class teacher. These rules also apply to student teachers who must be made aware of their responsibilities by a professional tutor.

A class teacher is expected to:

- Know the emergency procedures in respect of fire and first-aid and the special health and safety measures to be adopted in his/her own teaching areas and to ensure that they are applied;
- Be aware of, and follow, health and safety guidance;
- Exercise effective supervision of students and ensure that they know of the general emergency procedures in respect of fire and first-aid and the special safety measures of the teaching area;
- Give clear instructions and warnings as often as necessary (**notices, posters, hand-outs are not enough**);
- Ensure that students' coats, bags, cases etc, are safely stowed away;
- Integrate all relevant aspects of health, safety and welfare into the teaching process and if necessary give special lessons on health, safety and welfare;
- Follow safe working procedures personally;
- Ensure protective clothing, guards, special safe working procedures etc. are used when necessary;
- Make recommendations on health, safety and welfare matters to the head of subject or team leader.

## Technicians

Technicians are responsible for:

- Undertaking termly inspections and maintenance of hand-tools, apparatus, personal protective and testing energy supply outlets/taps/sockets in the teaching and preparation areas in accordance with departmental checklists;
- Ensuring that hazardous substances are stored appropriately;
- Ensuring preparation and practical teaching areas are kept tidy.

## **Educational Visits Co-ordinator**

The EVC is responsible for ensuring that all trips and visits are approved in accordance with the Borough's Policy and that the visit leader is competent and has completed a suitable and sufficient risk assessment.

## **Mid-day Assistants**

Mid-day assistants must ensure that they know the role which they must play in the event of an emergency evacuation and the procedure for first aid during the lunch period.

## **Competent Advice – to be updated by each school**

The Schools currently utilises the London Borough of Havering's Schools' Health & Safety Team and Essex County Council Occupational Health as its sources of competent health and safety advice.

| <b>Maintenance and Inspection Matrix</b>   |   |                              |                                  |   |   |
|--|---|------------------------------|----------------------------------|---|---|
| <b>Plant/Equipment/Service</b>   | <b>Maintenance/<br/>Inspection type</b> | <b>Frequency</b>             | <b>Scheduled<br/>for (month)</b> | <b>Current<br/>Contractor/<br/>in-house</b> | <b>Responsible<br/>person (task<br/>performance or<br/>contract<br/>management)</b> |
| Air Conditioning   | Maintenance                             | Annually                     |                                  |   |   |
| Air receivers >250bar/litres   | Inspection                              | Annually                     |                                  |   |   |
| Asbestos Monitoring  | Check                                   | Variable                     |                                  | In-house                                    |   |
| Autoclaves   | Inspection                              | Annually                     |                                  |   |   |
| Boiler   | Maintenance                             | Annually                     |                                  |   |   |
|  | Inspection                              | Annually                     |                                  |   |   |
| Clinical waste disposal  | Waste collection & disposal             | Dependent on risk assessment |                                  |   |   |
| D&T plant/equipment  | Safe condition                          | Annually                     |                                  | In-house                                    |   |
|  | Maintenance                             | Annually                     |                                  |   |   |
| Electrical (mains wiring)  | Inspection                              | 5 Yearly                     |                                  |   |   |
| Electrical (PAT)   | Inspection                              | variable                     |                                  |   |   |
| Emergency evacuation chairs  | Inspection                              | Annually                     |                                  |   |   |
|  | Visual Check                            | Monthly                      |                                  |   |   |
| Entrance Barrier/gates (powered and manual)  | Inspection (powered)                    | Annually                     |                                  |   |   |
|  | Visual check                            | Termly                       |                                  | In-house                                    |   |
| Extraction systems (dust)  | Inspection                              | Annually                     |                                  |   |   |
| Extraction Systems (heat processes)  | Inspection                              | Annually                     |                                  |   |   |
| Extraction Systems (Kitchens)  | Maintenance                             | Quarterly                    |                                  |   |   |
| Extraction Systems (fume cupboards)  | Inspection                              | Annually                     |                                  |   |   |
| Emergency Lighting   | Visual check                            | Daily                        |                                  | In-house                                    |   |
|  | Test                                    | Monthly                      |                                  | In-house                                    |   |
|  | Inspection/battery test                 | Yearly                       |                                  |   |   |
| Fall arrest systems  | Inspection                              | Annually                     |                                  |   |   |
| Fire Alarm , detectors and door release (including independent door release devices) | Test                                    | All in 13 week period        |                                  | In-house                                    |   |
|  | Inspection                              | Quarterly                    |                                  |   |   |
| Independent fire door release devices  | Battery change                          | Annually                     |                                  | In-house                                    |   |
| Fire Doors   | Inspection                              | Annually                     |                                  |   |   |
|  | Visual Check                            | Monthly                      |                                  | In-house                                    |   |



|   |                        |   |  |          |  |
|---|------------------------|---|--|----------|--|
| Fire escape staircases/ladders (external)   | Inspection             | 5 years after installation/ every 3 years thereafter  |  |          |  |
|   | Visual check           | Annually  |  | In-house |  |
| Fire Extinguishers                          | Inspection             | Annually  |  |          |  |
|   | Visual Check           | Monthly   |  |          |  |
| Fire evacuation doors                       | Visual Check           | Monthly   |  | In-house |  |
| Fire Shutters                               | Maintenance            |   |  |          |  |
|   | Inspection             |   |  |          |  |
| Gas appliances                              | Inspection             | Annually  |  |          |  |
| Heating System                              | Maintenance            | Annually  |  |          |  |
| Hoists (engine)                             | Inspection             | Annually  |  |          |  |
| Hoists & Slings (patient)                   | Inspection             | 6 months  |  |          |  |
| Intruder Alarm                              | Maintenance            | Annually  |  |          |  |
| Kiln  | Inspection             | Annually  |  |          |  |
| Ladders/step ladders                        | Inspection             | Annually  |  | In-house |  |
| Lifts/stairlifts                            | Inspection             | 6 months  |  |          |  |
| Lightning conductors                        | Inspection             | Annually  |  |          |  |
| MEWP  | Inspection             | 6 monthly   |  |          |  |
| Minibuses                                   | Check                  | Before use  |  | In-house |  |
|   | Inspection (MOT)       | Annually  |  |          |  |
|   | Maintenance            | Annually or as per manufacturer's schedule if shorter |  |          |  |
| PH/Free Chlorine                            | Test                   | 3 times per day                                       |  | In-house |  |
| PE equipment (including recreational posts) | Inspection             | Annually  |  |          |  |
| Play Equipment                              | Inspection             | Annually  |  |          |  |
|   | Visual check           | Weekly  |  | In-house |  |
| Pug Mill                                    | Inspection             | Annually  |  |          |  |
| Radiation Sources                           | Inspection             | Annually  |  | In-house |  |
| Shutter door systems                        | Inspection             | Annually  |  |          |  |
| Sprinkler systems                           | Inspection/Maintenance | Annually  |  |          |  |
|   | Test                   | Monthly   |  |          |  |
| Steam engines                               | Inspection             | Annually  |  |          |  |
| Tower Scaffolds                             | Inspection             | Annually  |  |          |  |

|  | After assembly inspection       | Before use & every 7 days |  | In-house |  |
|--|---------------------------------|---------------------------|--|----------|--|
| Tie-in bolts                               | Inspection                      | Annually                  |  |          |  |
| Trees (Zone 1)                             | Inspection                      | Annually                  |  |          |  |
| Water Systems (descaling)                  | Maintenance                     | Quarterly                 |  |          |  |
| Water Systems (infrequent use)             | Flushing                        | Weekly                    |  | In-house |  |
| Water Systems (hot & cold)                 | Inspection/Maintenance/sampling | 6 monthly/Annually        |  |          |  |
| Water Systems (temperature )               | Test                            | Monthly                   |  |          |  |
| Water Systems - thermostatic mixing valves | Maintenance                     | Annually                  |  |          |  |

## **Arrangements**

This Section details the arrangements which the School has in place for managing health & safety. In most cases it will signpost to other documents/procedures. The School utilises the oneSource Health and Safety Team's "Health and Safety Manual". This is an on-line resource which details how various tasks should be undertaken. The Manual forms part of the School's arrangements to manage health and safety.

## **Risk assessments**

The School has assessed the risks relating to its operations. Where significant risks have been identified these and the necessary control measures have been recorded. The Health & Safety Officer maintains a central record of all risk assessments on Smartlog. Copies of appropriate risk assessments are held by all departments/subject leads. For some risks the School has adopted the control measures outlined in the Health and Safety Manual.

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

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

Risk assessments will be reviewed at least annually.

## **Fire**

The School has undertaken a fire risk assessment the findings of which have resulted in the development of systems to mitigate and control the risk. Notices containing the actions required in the event of a fire are sited around the School. The Fire Register which contains the assessment and details on the management of the various control measures is located in the Site office.

## **Hazard and unsafe acts & omissions reporting**

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

## **Accident & near miss reporting**

A near-miss is incident which could have resulted in injury or loss, if the circumstances were different (for example if a member of the site team was working on a tower scaffold and dropped a tool, but luckily it did not actually cause any injury or damage).

All accidents and near misses must be reported. Minor injuries to pupils are recorded in bump books. All other accidents are to be reported to the medical room where the incident using the Authority's on-line accident reporting system.

## **Communication**

The School communicates information on health & safety to its employees using the following methods:

As part of the induction process;  
Team meetings/Departmental/Staff meetings;  
Staff circulars/newsletter;  
Staff notice boards  
1:1s  
Access to the staff drive on the intranet.

## **Consultation on health & safety matters**

The London Borough of Havering operates the Schools' Health and Safety Performance Group. This Group which includes representatives from the school management teams and appropriate trade unions discusses policy and other issues at a corporate level.

The School consults its staff regarding issues affecting their health and safety through, staff meetings/team or department meetings/ School Safety Committee. Staff can also raise concerns via the Health & Safety Officer.

## **First aid**

The School has assessed its needs in relation to first aid to ensure there is adequate provision at all times the School is occupied. Anyone requiring first aid should report to the school office.

## **Contractor management**

The School will not use contractors unless they have been properly vetted (including health & safety). Contractors are required to sign in at Reception. All contractors will be shown the asbestos register entries for the area they will be working in and be required to sign a declaration that they are aware of the asbestos' location and will not disturb it. The site team is responsible to monitoring contractors on the School site.

## **Employee competence**

The School will ensure that employees are competent to perform their duties from a health & safety perspective. The School utilises competency matrices which list the knowledge, training, experience and attitudes necessary for any given role. Staff are developed so that they can meet these criteria.

Key roles in the School have to attend health & safety management training organised by the Borough.

## **Stress**

The School recognises the detrimental effects which stress can cause. It has therefore implemented a strategy to control the work-related element as far as is reasonably practicable. Any employee who believes that they are suffering from stress should speak to their line manager.

## **Monitoring of health & safety performance**

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

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

Each year the following are also reported:

- Number of risk assessments identified as being required;
- Number of risk assessments completed;
- Number of risk assessments reviewed;
- Percentage of risk assessments which are deemed current (completed or reviewed in previous 12 months);
- Percentage of required maintenance activities and inspections completed;
- Training against needs analysis.