



School Governing Body
Lee-on-the-Solent Junior School

'Happy School, High Standards'

Chair of Governors: Mr Chris Lloyd

Headteacher: Mr Darren Nickerson

Salisbury Terrace, Lee-on-the-Solent, Hampshire
PO13 9DL

Tel: 023 92 550551 Fax: 023 92 553811

E-Mail: adminoffice@lee-on-the-solent-jun.hants.sch.uk

Lee-on-the-Solent Junior School

Health and Safety Policy

Issued July 2017



HEALTH AND SAFETY POLICY

Darren Nickerson – Responsible Manager
TBC – Health and Safety Representative

For Review September 2018

STATEMENT OF INTENT

It is our policy to carry out our activities in such a way as to ensure, so far as is reasonably practicable, the health, safety and welfare of our employees and all persons likely to be affected by our activities including the general public where appropriate. We will co-operate and co-ordinate with partners, contractors, sub-contractors, employers, Hampshire County

Council departments and the occupiers and owners of premises and land where we are commissioned to work in order to pursue our Health and Safety Policy aims.

Our aims are to:

- Provide and maintain a safe and healthy working environment ensuring the welfare of all persons.
- Maintain control of health and safety risks arising from our activities.
- Comply with statutory requirements as a minimum standard of safety.
- Consult with all staff on matters affecting their health, safety and welfare.
- Provide and maintain safe systems, equipment and machinery.
- Ensure safe handling, storage and use of substances.
- Provide appropriate information, instruction and supervision for everyone.
- Ensure staff are suitably trained and competent to do their work safely.
- Continually develop a safety culture to remove or reduce the possibility of accidents, injuries and ill-health.
- Assess risks, record significant findings and monitor safety arrangements.
- Review and revise safety policies and procedures periodically and when circumstances may introduce a requirement to amend or improve arrangements.
- Develop and maintain a positive health and safety culture through regular communication and consultation with employees and their representatives on health and safety matters.

Our health and safety management system has been developed to ensure that the above commitments can be met. All staff and governors will be instrumental in its implementation.

ORGANISATION

Employer Responsibility

The overall responsibility for health and safety at Lee-on-the-Solent Junior School is held by the Governors who will:

- Ensure that health and safety has a high profile.
- Ensure adequate resources for health and safety are made available.
- Consult and advise staff regarding health and safety requirements & arrangements.
- Periodically monitor and review local health and safety arrangements.

The Governing Body Health and Safety Representative will:

- Conduct termly Health and Safety surveys with the Responsible Manager and Site Manager of the site and buildings, reporting back to the governing body

Responsible Manager

The Responsible Manager for the school is **Mr Darren Nickerson**, Headteacher, who will act to:

- Develop a safety culture throughout the school.
- Consult staff and provide information, training and instruction so that staff are able to perform their various tasks safely and effectively.
- Assess and control risk on the premises as part of everyday management.
- Ensure a safe and healthy environment and provide suitable welfare facilities.
- Make operational decisions regarding health and safety.
- Ensure periodic safety tours and inspections are carried out.
- Ensure significant hazards are assessed and risks are managed to prevent harm.
- Ensure staff are aware of their health and safety responsibilities.
- Periodically update the governing body and any other relevant partners as appropriate.
- Produce, monitor and periodically review all local safety policies and procedures.
- Delegate any actions where necessary in their absence.

All Staff (including volunteers)

All staff have a statutory obligation to co-operate with the requirements of this policy and to take care of their own health and safety and that of others affected by their activities by:

- Supporting Lee-on-the-Solent Junior School's health and safety arrangements.
- Ensuring their own work area remains safe at all times.
- Not interfering with health and safety arrangements or misusing equipment.
- Complying with all safety procedures, whether written or verbally advised, for their own protection and the protection of those who may be affected by their actions.
- Reporting safety concerns to their staff representative or other appropriate person.
- Reporting any incident that has led, or could have led to damage or injury.
- Assisting in investigations due to accidents, dangerous occurrences or near-misses.
- Not acting or omitting to act in any way that may cause harm or ill-health to others.

Site Manager

The site manager for the school is **Mr Steve Searle**. He is responsible for undertaking a wide range of standard health and safety related duties on behalf of, and under the direction of the responsible manager. He is to work within the parameters of any provided training and in accordance with risk assessments and the on-site safe working practices. He is to work within his level of competence and seek appropriate guidance and direction from the responsible manager and/or the Children's Services Health & Safety Team as required. His main roles include, but are not limited to:

- Overseeing all matters of Health and Safety relating to the site and buildings.
- Being responsible for contacting the appropriate personnel/contractor immediately to ensure that problems of a Health and Safety nature are resolved promptly.
- Overseeing the cleaners.
- Maintaining a list and stock control details of hazardous chemicals and substances (COSHH) and ensuring that safety data sheets are reviewed periodically (at least within a three year timescale).
- Reviewing and monitoring site and health and safety risk assessments at identified intervals.
- Complete identified sections of the Health and Safety Checklist each half-term as indicated.
- Be responsible for the management of Legionella* and the management of Asbestos including monitoring records.
- Check the Site Manager's folder for work that requires his attention.
- Oversee contractors working onsite.
- Responsible for site security.

All Teachers & Support Staff

The responsibility of applying local safety procedures on a day-to-day basis rests with the teachers and supervisors. Where any new process or operation is introduced in the area of their responsibility, they are to liaise appropriately so that the associated risks are assessed and any precautions deemed necessary are implemented. They are to ensure that all new members of staff under their control are instructed in their own individual responsibilities with regards to health and safety, and they will appropriately monitor those new staff. They are to make periodic inspections of their areas of responsibility, taking prompt remedial action where necessary to control risk.

Governing Body Health and Safety Representative

The purpose of the Governing Body Health and Safety Representative (**Mr Colin Platt**) is to assist in the assessment of safety related matters and provide appropriate support to the Headteacher. The Governing Body Health and Safety Representative is to periodically meet with the Headteacher and the Site Manager to monitor and discuss on-site health and safety performance, and recommend any actions necessary should this performance appear or prove to be unsatisfactory. The Governing Body will be kept informed of all changes in practices and procedures, new guidance, accidents, incidents and risk related matters.

Fire Safety Co-ordinators (Steve Searle, Site Manager and Darren Nickerson, Headteacher)

The Site Manager and the Headteacher are the fire safety co-ordinators. The Site Manager is the competent person for fire safety for the school site and acts on behalf of the Responsible Manager. They are to attend the fire safety co-ordinator training course and refresh this training every three years. The fire safety co-ordinator is responsible for the local management and completion of day-to-day fire safety related duties and upkeep of the fire safety manual checks and tests. The Responsible Manager is responsible for the administration and upkeep of the **Fire Safety Manual** in line with guidance issued by the local authority.

The fire safety co-ordinators are to work within their level of competence and seek appropriate guidance and direction from the Responsible Manager and/or the Children's Services Health & Safety Team as required.

Health and Safety Representative (TBC)

The School's Health and Safety Representative (whether a member of staff who is union appointed, or non-union and locally nominated) will represent the staff with regard to their health and safety at work. He/she is expected to promote a positive safety culture throughout the school and carry out the health and safety duties appropriate to their role in accordance with current guidance and legislative requirements.

Year Group Leaders, Subject Managers and Supervisory Positions

Year Group Leaders or other Supervisory Position is responsible for the day-to-day local management of health and safety within their own year group or area of responsibility, acting on behalf of the headteacher. He/she will ensure that staff are provided with adequate safety information and they will manage all integral and specific risks relating to specific functions under their remit including specific risk assessments. He/she will ensure their colleagues comply with overall school policies and procedures; that all activities are periodically risk assessed, periodic inspections are carried out including classrooms, and necessary controls are implemented.

Legionella Competent Person

The Site Manager is the nominated competent person for Legionella on the premises and acts on behalf of the responsible manager/headteacher to provide the necessary competence to enable Legionella to be managed safely. He is to annually complete the Legionella e-learning course and all training records are to be retained.

The Legionella competent person will ensure that all periodic and exceptional recording, flushing, cleaning and general Legionella management tasks are correctly completed and recorded in accordance with departmental and corporate requirements. He will advise the Headteacher of any condition or situation relating to Legionella which may affect the safety of any school site users. He is to work within his level of competence and seek appropriate guidance and direction from the Responsible Manager and/or the Children's Services Health & Safety Team as required.

Asbestos Competent Person

The Site Manager is the nominated competent person for asbestos on the premises and acts on behalf of the Responsible Manager to provide the necessary competence to enable asbestos to be managed safely. He is to annually complete the asbestos e-learning course and all training records are to be retained.

The asbestos competent person will ensure that all staff have a reasonable awareness of asbestos management and dangers. He is to ensure that the appropriate staff are competent in the use of the asbestos register and that asbestos is managed in accordance with departmental and corporate requirements. He will advise the Responsible Manager of any condition or situation relating to asbestos which may affect the safety of any premises users. He is to work within their level of competence and seek appropriate guidance and direction from the Responsible Manager and/or the Children's Services Health & Safety Team as required.

Accident Investigator (Site Manager)

The on-site trained accident investigator will lead on all accident investigations in accordance with departmental and corporate procedures. Where appropriate, this will be done in conjunction with the Responsible Manager.

ARRANGEMENTS

The following arrangements for health and safety have been developed in accordance with the Management of Health and Safety at Work Regulations 1999. These arrangements set out all the health and safety provisions for Lee-on-the-Solent Junior School and are to be used alongside other current school procedures & policies.

In carrying out their normal functions, it is the duty of all managers and staff to act and do everything possible to prevent injury and ill-health to others. This will be achieved in so far as is reasonably practicable, by the implementation of these arrangements and procedures.

Accident/Incident Reporting & Investigation

The on-site management, reporting and investigation of accidents, incidents and near misses are carried out in accordance with the HCC corporate policy requirements.

Any accident, incident or injury involving staff, visitors, contractors, and the more serious accidents / incidents to children are to be reported and recorded on the HCC accident / incident reporting form on-line.

A copy of the completed form is then automatically sent to Children's Services Health & Safety Team. The person reporting the incident and the Responsible Manager will receive a request to carry out an investigation and a link to record this on. The purpose and intended outcome of the investigation is to identify the immediate and underlying causes of the accident so as to be able to implement appropriate measures to prevent reoccurrence.

Minor accidents to pupils are to be recorded in the Accident Investigation Folder located in the in the school office.

The more serious accidents that are notifiable to the Health & Safety Executive (HSE) will be notified to the Children's Services Health & Safety Team for them to report. A copy of the form will then be created by Children's Services Health & Safety Team and sent to the Health & Safety Executive.

The Responsible Manager will ensure that the governing body is appropriately informed of all incidents of a serious nature. All accident/incident reports will be monitored by the Responsible Manager and the site manager for trend analysis in order that repetitive causal factors may be identified to prevent reoccurrences.

School hirers and community/extended service/third party users must report all incidents related to unsafe school premises or equipment to an appropriate member of the school staff, who will appropriately report and investigate each incident. Incidents related to the user's own organised activities are to be reported by them in line with their own reporting procedures.

Supporting Pupils with Medical Conditions

Arrangements regarding medicines are set out in the **Supporting Pupils with Medical Conditions Policy**.

Asbestos Management

Asbestos management on site is controlled by the asbestos nominated responsible person (Site Manager). The **asbestos register** as issued by the HCC Asbestos Team is located at the front desk in the school office and is to be shown to all contractors who may need to carry out work on site. Contractors must sign the register as evidence of sighting prior to being permitted to commence any work on site.

The Responsible Manager and the asbestos nominated responsible person must complete the asbestos checklist relevant to their role (one for each role) when they are appointed. Copies of these must be retained with the asbestos register.

Any changes to the premises' structure that may affect the asbestos register information will be notified to the Asbestos Team in order that the asbestos register may be updated accordingly.

Under no circumstances must staff drill or affix anything to walls that may disturb materials without first checking the register and/or obtaining approval from the asbestos nominated responsible person.

Any damage to any structure that possibly contains asbestos, which is known or identified during inspection, should be immediately reported to the Responsible Manager and/or the asbestos nominated responsible person who will immediately act to cordon off the affected area and contact the Asbestos Team for guidance. Any contractor suspected to be carrying out any unauthorised work on the fabric of the building should be immediately stopped from working and immediately reported to the Responsible Manager and/or asbestos competent person.

Child Protection

Arrangements regarding child protection are set out in the **Child Protection Policy**.

Community Users/Lettings/Extended Services

The responsible manager/headteacher will ensure that:

- Third party users operate under hire agreements in accordance with legislation provided by the local authority.
- A school risk assessment for the activity is completed using RATF-047A or RATF047B as necessary or a more appropriate risk assessment is undertaken.
- The premises is safe for use and is always inspected regularly.
- Means of general access and egress are safe for use by all users.
- All provided equipment is safe for use.
- Fire escape routes and transit areas are safe and clear of hazards.
- Hirers/users are formally made aware of fire safety procedures and equipment and acknowledging understanding through acceptance of any formally written and binding agreement – whether signed or not.
- Third parties should supply their own risk assessment and other appropriate documentation or certification as requested to Lee-on-the-Solent Junior School in advance of use

Contractors on Site

HCC approved contractors are always to be used for contractual work on the premises. Property services will be involved with specialist projects, however local services can be employed on smaller, domestic tasks. There is not an expectation that contractors need to be DBS checked as they will not come into contact with the children. Where non-HCC approved contractors may be required or selected for use then appropriate safe selection procedures are to be used to ascertain competence prior to engaging their services. The departmental CSAF-013 Safe Selection of Contractors Checklist is to be used to determine competence of non-HCC contractors who will require adequate risk assessments to demonstrate their safe working practices for specific work being undertaken.

All contractors must report to the main reception where they will be asked to sign the visitors' book and asbestos register, and will be provided with further information if necessary. All contractors must be issued with the local written contractor induction brief that includes all relevant details of fire safety procedures & local safety arrangements.

Host staff are responsible for monitoring work areas and providing appropriate supervision, more so where the contractor's work may directly affect staff and pupils on the premises.

Curriculum Activities

All safety management and risk assessments for curriculum based activities will be carried out under the control of the relevant Year Group and subject teachers using the appropriate codes of practice and safe working procedural guidance for Design & Technology, Science, Music, Physical Education & Sport, Art, Swimming and Drama as issued by HIAS and Hampshire County Council. Year Group Leaders and the

appropriate subject teachers will be responsible for local risk management and ensuring that maintenance of equipment and premises in their areas of the curriculum are managed safely following the appropriate guidance.

Display Screen Equipment

All users must complete the **display screen equipment e-learning course** every year without exception. All users must carry out periodic workstation assessments using CSAF-001 Workstation Assessment Form. Workstation assessments will be actioned as necessary by line managers and routinely reviewed at intervals not exceeding three years by the trained DSE assessor.

Electrical Equipment

The Headteacher will ensure that:

- Only authorised and competent persons are permitted to install or repair equipment.
- Where 13-amp sockets are in use, only one plug per socket is permitted.
- Equipment is not to be used if found to be defective in any way.
- Defective equipment is to be reported & immediately taken out of use until repaired.
- All portable electrical equipment will be inspected/tested at regular agreed intervals relevant to the piece of equipment – PAT testing is carried out externally every 2 years.
- Equipment testing/inspection can only be carried out by a competent person.
- Private electrical equipment is not to be brought onto the premises or used unless its use is approved by management and it has been tested.
- New equipment must be advised to the Headteacher in order that it can be added to future PAT testing schedules.

Any defective or suspected defective equipment, systems of work, fittings etc. must be reported to the Site Manager in person or in the record book and attended to as soon as possible.

Emergency Procedures

General emergency evacuation for non-fire related emergencies is to be carried out in accordance with the **school's emergency evacuation plan**. Lee-on-the-Solent Junior School has a **fire emergency plan** for fire related emergencies and an emergency evacuation plan for all **non-fire emergencies**.

All staff will receive a verbal briefing at induction by the Site Manager and a copy of the emergency evacuation plan. In addition, they will be periodically provided with updated information both verbally and written as the emergency evacuation plan is routinely reviewed and amendments are introduced.

Personal Emergency Evacuation Plans are to be completed, provided and exercised for any vulnerable persons to be able to ensure safe, assisted evacuation in the event of an emergency incident. The Responsible Manager is responsible for ensuring that this happens.

Fire Safety

Arrangements regarding fire safety are set out in the Fire Safety Manual. The fire safety coordinator is the competent person for fire safety on the premises and is the immediate point of contact for all fire safety related enquiries on site.

The Headteacher will ensure through the fire safety co-ordinator that:

- All staff complete the mandatory *fire safety induction e-learning course* every year.
- Fire safety procedures are readily available for all staff to read.
- Fire safety information is provided to all staff at induction and periodically thereafter.
- Fire safety notices are posted in the key areas of the building close to the fire points.
- Evacuation routes and assembly points are clearly identified.
- Staff are aware of their own responsibilities for knowing the location of fire points and fire exits. They should also know the location of the assembly point in the event of fire.
- All staff are familiar with the flammable potential of materials and substances that they use and exercise maximum care in their use, especially with those marked *flammable*.
- Fire evacuation procedures, fire safety training and fire alarm testing are carried out in accordance with corporate guidance and the premises fire safety manual.
- The fire risk assessment is reviewed annually by the fire safety co-ordinator and amended as new hazards or required amendments are identified.

First Aid

Arrangements regarding first aid provision are set out in the **First Aid Policy**. The names and locations of the first aid trained staff on site are listed in the first aid policy and also clearly displayed within the main office.

First aid is never to be administered by anyone except first aid trained staff with in-date training certification, operating within the parameters of their training.

The First Aid policy makes reference to arrangements for health, hygiene and blood borne viruses.

General Equipment

All general equipment requiring statutory inspection and/or testing on site (*e.g. boilers, hoists, lifting equipment, local exhaust ventilation, PE equipment, climbing apparatus*) will be inspected by appropriate competent contractors as provided by the term contractor under PBRs arrangements, or as locally arranged.

Equipment is not to be used if found to be defective in any way. Defective equipment is to be reported and immediately taken out of use until repairs can be carried out.

The leaf blower and strimmer are the only pieces of equipment which need checking and dates when this should happen appear on the Health and Safety calendar.

Personal Protective Equipment is to be provided free of charge. This will include ear defenders, goggles, gloves and steel toe capped shoes/boots. It will also cover equipment for dealing with spillages and bodily fluids (aprons and gloves). It is the responsibility of the person using the equipment to check that it is in good working order and stored appropriately.

Good Housekeeping

Tidiness, cleanliness and efficiency are essential factors in the promotion of good health and safety. The following conditions are to be adhered to at all times:

- All corridors and passageways are kept free from obstruction.
- Shelves in storerooms and cupboards are stacked neatly and not overloaded.
- Floors are kept clean and dry, and free from slip and trip hazards.
- Emergency exits and fire doors are not obstructed in any way.
- Supplies are stored safely in their correct locations.
- Rubbish and litter are cleaned and removed at the end of each working day.
- Poor housekeeping or hygiene conditions are immediately reported.

Hazardous Substances

Hazardous substances, materials, chemicals and cleaning liquids are not permitted to be used or brought into use on site unless a documented COSHH assessment has been undertaken by the trained COSHH assessor, and the product has been approved for safe use on site by the Headteacher. The premises COSHH assessor acting on behalf of the Headteacher is the Site Manager.

When using a harmful substance, whether it is a material, cleaning fluid or chemical substance, staff must ensure that adequate precautions are taken to prevent ill-health in accordance with the COSHH assessment completed for that hazardous substance. Staff must never attempt to use a harmful substance unless adequately trained to do so, and then only when using the safe working practices and protective equipment identified in the COSHH assessment.

All hazardous substances are to be stored in the secure and signed storage when not in use, which is inside the Site Manager's cleaning cupboard within the upper school corridor. This is to remain locked at all times. Flammable items are to be stored in the flammables' container within the Site Managers hut, which is also secure.

Inspections and Monitoring

Daily monitoring of the school, through working routines and staff awareness, is expected to identify general safety concerns and issues which should be immediately recorded in the Site Manager's Job book with an indication of priority.

Monitoring and inspections of individual year groups will be carried out by Heads of Year and/or the curriculum subject teachers as nominated by the Headteacher.

Routine documented inspections of the premises will be carried out every term or half-term, in accordance with the premises inspection schedule. Inspection findings are to be recorded on the locally adapted CSAF-010(a) 1.1 School Premises Safety Inspection Checklist.

Defects identified during these routine documented inspections are to be immediately reported to the Headteacher and a copy of the form provided to the Site Manager so issues can be addressed. Any identified high level risks or safety management concerns are to be discussed and action agreed at the next full governors meeting, if not before.

Periodic detailed inspections of the premises' safety management system will be carried out every year by the Headteacher, Site Manager, Health and Safety Governor and the Staff Health and Safety Representative. These documented inspections will examine all areas of the safety management system and will be carried out using the Annual H&S audit.

Kitchens

The main kitchen area is only to be used by authorised HC3S staff, other staff and volunteers in accordance with identified safe working procedures. Authority and procedures for local management of the main kitchen is the responsibility of HC3S. Any persons not normally authorised but wishing to enter the kitchen area must gain approval prior to entry and must strictly adhere to the kitchen safe working practices. Children must not enter the main kitchen at any time.

Safe working procedures and authorised access for other kitchen areas and food preparation areas are clearly displayed within the kitchen areas. Children should have no access to these kitchen areas without a responsible adult being present.

Legionella Management

Legionella management on site is controlled by the Legionella competent person (Site Manager) who will manage and undertake all procedures regarding Legionella in accordance with Hampshire County Council policy and guidance. Records of all related training, flushing, temperature monitoring, cleaning and defects are to be retained for auditing purposes.

Lone Working

Lone working increases the risks to the individual and as such needs to be kept to a minimum (both in terms of the frequency of lone working and the time spent undertaking the activity). To further reduce the risks lone workers should not undertake hazardous tasks whilst working alone, e.g.:

- Working at Height.
- Using hazardous equipment/tools (i.e. hedge trimmers).

When lone working is undertaken it must only take place:

- With the Responsible Manager's approval.
- And be in accordance with HCC Corporate Lone Working Procedure where staff have been appropriately categorised and control measures have been identified and put into place.

The lone working arrangements for staff who may undertake lone working on this site are in the Lone Working Policy which is available on the school network.

Moving and Handling

All staff must complete the *moving and handling e-learning course* every year without exception. Staff are not permitted to regularly handle or move unreasonably heavy or awkward items, equipment or children unless they have attended specific moving and handling training and/or have been provided with mechanical aids in order to work safely.

Any significant moving and handling tasks are to be specifically risk assessed in order that training requirements and mechanical aids can be accurately determined to ensure that the task is carried out safely. The Site Manager is expected to undertake regular physical work which would typically include significant moving and handling, so therefore he must attend a formal moving and handling course specific to the work requirements.

Off-site Activities

Arrangements regarding off-site activities are managed in accordance with the **Outdoor Education Service's procedures and guidance**.

Physical Intervention

Arrangements regarding physical intervention are set out in the **Restrictive Physical Intervention Policy**.

Provision of Information

The Headteacher will ensure that information systems are established so that staff are periodically provided with information regarding safety arrangements on the premises. These systems are provided either in writing requiring signature, on INSET days verbally or by a general email.

It is the responsibility of the Responsible Manager to ensure that where possible the school is up to date with the latest legislation and HCC regulations.

Local health and safety advice is available from the Responsible Manager, the Site Manager and the Children's Services Health & Safety Team can provide both general and specialist advice.

The *Health and Safety Law* poster is displayed on the Health and Safety Noticeboard which is situated in the staff room.

Risk Assessment

General risk assessment management will be co-ordinated by the Headteacher and the Site Manager.

Risk assessments must be undertaken for all areas where a significant risk is identified or a possibility of such risk exists.

The trained risk assessors on site, who are the Headteacher and the Site Manager, will monitor the correct completion of risk assessments as appropriate. Risk assessments will be carried out by those staff with the appropriate knowledge and understanding in each area of work.

All risk assessments and associated control measures are to be approved by Headteacher or their delegated member of staff prior to implementation.

Completed risk assessments are listed in the **Risk Register** (which is located in the school office) and will be reviewed periodically in accordance with each risk assessment's review date as listed for review in the premises bring-up diary system.

Security

Arrangements regarding security are based on the premises security risk assessment and are set out in the on-site security policy & procedures which include emergency unlock routines. This covers guidance for bomb scares and lock-downs.

Smoking

Smoking (including E-cigarettes) is not permitted on the entire site at any time.

Stress & Wellbeing

Lee-on-the-Solent Junior School is committed to promoting high levels of health and wellbeing and recognises the importance of identifying & reducing workplace stressors. Stress management through risk assessment and appropriate consultation with staff will be periodically reviewed and acted upon in accordance with the Children's Services' and Health & Safety Executive's Management Standards, guidance and requirements.

On-site arrangements to monitor, consult and reduce stress situations are annual training, regular stress questionnaires for monitoring and control, weekly staff meetings and opportunities to voice concerns.

Traffic Management

Arrangements regarding on-site traffic safety are based on the findings from the traffic on site checklist and are set out in the **Traffic Management Plan**.

These measures have then been shared with staff and the relevant provisions communicated to parents/visitors.

Training

Health and safety induction training will be provided and recorded by the Site Manager for all new staff/volunteers in accordance with the CSAF-017 New Staff Health & Safety Induction Checklist.

The Headteacher is responsible for ensuring that all staff/volunteers are provided with adequate information, instruction and training regarding their safety at work. A training-needs analysis will be carried out from which a comprehensive health and safety training plan will be developed and maintained to ensure health and safety training is effectively managed for all staff who require it.

All staff will be provided with the following as a minimum training provision:

- Induction training regarding all the requirements of this health and safety policy.
- Appropriate local training regarding risk assessments and safe working practices.
- Updated training and information following any significant health and safety change.
- Specific training commensurate to their own role and activities.
- Periodic refresher training that will not exceed three yearly intervals.
- Appropriate annual e-learning courses to meet HCC mandatory corporate training requirements.

Internal Training records are held by the Responsible Manager who is responsible for coordinating all internal health and safety training requirements, maintaining the health and safety training plan, and managing the planning of refresher training for all staff. External training records are held within the main office by the Site Manager and all external health and safety training requirements, maintaining the health and safety training plan, and managing the planning of refresher training for all staff are the responsibility of the Site Manager

Violent Incidents

Violent, aggressive, threatening or intimidating behaviour towards staff, whether verbal, written, electronic or physical, will not be tolerated at Lee-on-the-Solent Junior School.

Staff must report all such violent and aggressive incidents to ensure that there is an awareness of potential issues and/or injuries, and so as to enable incidents to be appropriately investigated so that reasonable actions may be taken to support those involved and reduce the risk of similar incidents occurring in the future.

Violent incident reporting is completely confidential. Violent and aggressive incidents are to be reported using incident reporting system.

Visitors

All visitors must initially report to the main reception where they will be provided with the key health, safety and fire safety information to enable them to act appropriately and safely in the event of an incident.

Visitors to the premises will be provided with a sticker identifying them and asked to sign in and out acknowledging that they understand the Health and Safety procedures in place.

Vulnerable Persons

Where there are vulnerable persons (young; pregnant; those with a disability; those with temporary or permanent medical conditions etc.) working or visiting the school, a risk assessment will be completed and appropriate procedures implemented to ensure their health, safety and welfare whilst on site.

Work at Height

Work at height is always to be undertaken in accordance with the HCC Corporate policy on Work at Height. At Lee-on-the-Solent Junior School, general work at height will be undertaken in accordance with the on-site generic risk assessment for work at height

which identifies general requirements and safe working practices. Specific or higher risk tasks will be carried out in accordance with a specific risk assessment for that task.

The competent person for work at height on the premises who has attended the Caretaker Support Service Ladder & Stepladder Safety half-day course is the Site Manager, Steve Searle and he is authorised to:

- Use steps, stepladders and leaning ladders in accordance with his training.
- Provide step stool instructional training briefs to staff in accordance with SGP 23-08.
- Provide stepladder and steps training to staff using the Children's Services *Stepladder & Steps Safety* user training presentation.
- Carry out periodic inspections of all on-site ladders, stepladders and podium steps.
- Remove access equipment from use if defective or considered inappropriate for use.

The competent person for work at height and all other staff are not permitted to use any other access equipment for work at height without specific training. This includes the use of scaffolding, mobile towers and mobile elevated work platforms.


Staff will not be permitted to work on roofs, unless there is suitable edge protection, safe access arrangements and they have undertaken specific training to do so.

Work at height on the premises is only permitted to take place under the following conditions:

- Any work to be carried out at height must be underpinned by a risk assessment.
- Access equipment selected for work at height must be selected by the competent person and only used as specified in the risk assessment.
- Any staff working at height must be appropriately trained to use the access equipment.
- Staff are not to improvise or use alternative access methods of their own choice.
- Use of any furniture, including tables and chairs, is **forbidden** for any work at height.
- Staff may only use step stools if they have received a local instructional training brief.
- Staff may only use stepladders if they have attended the Ladder stepladder training or have received training from the ladder and stepladder competent person (using the Children's Services Health & Safety Team Ladder PowerPoint presentation).
- Staff may only use leaning ladders if they have personally attended the Caretaker Support Service Ladder & Stepladder Safety half-day course within every three years
- Any safety concerns about a work at height task must be raised prior to work starting.
- Access equipment used on site such as ladders and stepladders must only be that provided and are never to be lent to, or borrowed from third parties or contractors.
- Contractors working at height are to be appropriately supervised and must only use their own access equipment

Linked Documents and Policies (in order how they appear)

- Fire Safety Manual.
- Supporting Pupils with Medical Conditions Policy.
- Asbestos register.
- Child Protection Policy.
- School's emergency evacuation plan (fire and non-fire evacuation).
- First Aid Policy.
- Outdoor Education Service's procedures and guidance.
- Restrictive Physical Intervention Policy.
- Risk Register.
- Traffic Management Plan.

Name of Unit/Premises/Centre/School	Lee-on-the-Solent Junior School
Date of Policy Issue/Review	July 2017 – Review September 2018
Name of Responsible Manager/Headteacher	Mr D Nickerson – Headteacher
Signature of Responsible Manager/Headteacher	
Name of Supporting Governor	Mr Chris Lloyd – Chair of Governors
Signature of Chair of Governors	