

Thomas Telford Multi Academy Trust

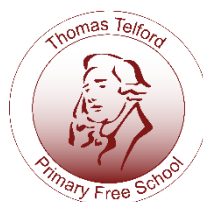


Health and Safety Policy

Redhill Primary Academy

and

Thomas Telford Primary Free School



Signed

A handwritten signature in black ink, appearing to read 'Dara Carroll'.

**Mr Dara Carroll
Chair of Governors
September 2025**

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HEALTH AND SAFETY POLICY

Policy Statement

It is the policy of the Schools to safeguard the health, safety and welfare of its employees, pupils, visitors, and all persons likely to be affected by its undertakings. The schools accept the aims and provisions of the Health and Safety at Work etc. Act 1974 and the Management of Health and Safety at Work Regulations and aims to comply with all other relevant statutory obligations. The successful management of health and safety contributes to the overall performance and objectives of the schools.

The school Local Governing Board and Headteacher are committed to:

- Developing a positive health and safety culture with the commitment and participation of all employees.
- Allocating sufficient resources to ensure effective safety management.
- Assessing the risks to the health and safety of its employees and anyone else who may be affected by its undertakings to eliminate or control all hazards / risks, as far as is reasonably practicable.
- Providing safe plant, equipment, systems of work, information, training and supervision as is necessary to safeguard the health, safety and wellbeing of all employees and those who may be affected by our work activities.
- Establishing arrangements for ensuring safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances, so far as is reasonably practicable.
- Providing and maintaining a working environment for employees that is safe, without risks to health, and adequate as regards facilities and arrangements for welfare at work, so far as is reasonably practicable.
- Consulting with trade unions and other workforce representatives on health and safety issues to ensure that everyone is informed, involved and engaged in health and safety.
- Providing and promoting positive policies regarding health, safety and welfare concerns at work to include access to occupational health and staff wellbeing support services.
- Bringing this policy statement and relevant safety arrangements to the attention of all employees and, as appropriate, other persons affected by the schools activities.
- Providing a robust audit and review process designed to measure safety performance and compliance with the schools policies, procedures and related safety guidance documents.
- Reviewing & amending this policy statement, organisation and arrangements as often as necessary.

As the Chair of the Local Governing Board of Redhill Primary Academy and Thomas Telford Primary Free School, I along with the Headteacher are committed to the health, safety and well-being of all our employees, pupils, visitors and contractors.

This policy will be reviewed every twelve months and will be updated as necessary.

Organisation and Responsibilities - *updated once free school opens

Health, Safety and Welfare Advice and Training

| | |
|--|--------------------|
| Internal Health & Safety | 01952 383627 |
| Health and Safety Advisor for Schools – Dara Carroll | 01952 381817 |
| Internal Health and Safety Training | 01952 383627 |
| The Health & Safety Service Limited | 0845 163444 |
| Health and Safety Advisor | 07710 303608 |
| Resilience Team/Emergency Planning Duty Manager | 01952 381800 |
| | 07580 531257 (OOH) |

Fire Control/Emergency Evacuation

| | |
|--|--------------|
| Fire Safety Officer (Shropshire Fire & Rescue Service) | 01743 260200 |
| Fire Risk Assessments (biT Team) | 01952 380934 |
| Nominated Premise Fire/Emergency Co-ordinator: Claire Whiting | |
| Deputy Fire/Emergency Co-ordinator: Lydia Cartwright/Alison Turner | |
| Fire Marshals: Kath Richards, Tom Hodgkison, Alison Turner | |

Reporting and Recording of Incidents & Accidents

Persons nominated for overseeing the recording and notification of accidents, near misses, violent incidents, diseases and dangerous occurrences: Claire Whiting, Alison Turner, Lydia Cartwright and Zara Bate.

First Aid

Redhill Primary Academy:

Certificated First Aiders: Tom Hodgkison and Mike Follows (First Aid at Work)

Paediatric First Aiders: Fay Hurford, Samantha Griffiths, Mel Selvey, Tom Griffiths, Kat Bradburn, Gemma Myatt, Debbie Davies, Hardip Dhanjal, Amanda Frost, Lucy Broxton, Tina Menzies, Deborah Sankey, Amy Phillips, Miranda Brisco, Pippa St John, Rebecca Smith, Yvette Preen, Sarah Thorpe, Sam McDonald, Faye Bailey, Nicola Bell-Ward, Lisa Williams, Stephanie Hughes, Alexis Phillips, Kelly Tristham, Sam Ward, Lesley Williams, Claire Kirkpatrick, Sam Short, Stephanie Hughes, Amy Phillips, Tina Menzies, Vicky Birkett.

Thomas Telford Primary Free School:

Certificated First Aiders: TBC (First Aid at Work)

Paediatric First Aiders: Fay Hurford, Abigail Turner, Danni Furnival, Victoria Deakin, Jody Wiggins, Karen Mills, Amberly Maree

Educational Visits Co-ordinator (EVC): Nikki Bell-Ward (Redhill Primary Academy) and Alison Turner (Thomas Telford Primary Free School)

Asbestos and Legionnaires Coordinator: Site Manager

Portable Electrical Appliance Testing Nominated Co-ordinator: Site Manager

Control of Substances Hazardous to Health Assessment Co-ordinator (COSHH)

The Organisation and Responsibilities section of the school Health and Safety Policy provides a framework to ensure the school proactively creates and maintains a safe and healthy working environment for all employees and those who may be affected by the school's activities.

All Employees must co-operate fully with the measures the school takes to fulfil the requirements of this policy.

Local Governing Board

The Local Governing Board, along with the Senior Management Team form the board for the schools and have the collective and individual responsibility for planning, resourcing, and overseeing the school's activities, the provision of its services and the conduct of its undertaking.

The Local Governing Board have a responsibility to conduct their business and make decisions in conformity with health and safety legislation and the school's own policies. The Local Governing Board must ensure that the decisions they make take account of health and safety issues and that sufficient resources are allocated for this purpose.

The Local Governing Board will therefore:

- Consider health, safety and welfare issues as part of their decision-making process.
- Use the advice provided by the Senior Management Team to help in their decision-making process to ensure the health and safety of all persons likely to be affected by these decisions.
- Formally scrutinise and adopt the school's Health and Safety Policy.
- Appoint a Lead Governor with specific health and safety responsibilities from within the Board.

The Local Governing Board are responsible for carrying out specific functions both individually and collectively.

Dara Carroll is the Lead Governor responsible for health and safety issues; governance arrangements for health and safety lie with them as the named governor.

The Lead Governor responsible for Health and Safety actively monitors and promotes health, safety and wellbeing across the school raising matters with Senior Management and relevant Committees as necessary.

The Local Governing Board are not in day-to-day control of health and safety at the schools, but they need to satisfy themselves that risks are considered as part of their decision-making process and are sensibly managed.

The Local Governing Board has ultimate responsibility for all health and safety issues within the school and will provide effective leadership and direction for the implementation of this Policy.

The Local Governing Board (aided by the Senior Leadership Team), will as far as reasonably practicable, ensure:

- The provision of suitable competence and expertise to effectively deliver and implement this policy.
- Adequate provision of suitable staffing levels, working conditions and environments.
- Adequate provision and maintenance of suitable equipment and resources.
- That school employees are appropriately informed and trained about health, safety and welfare.
- That a robust audit process is in place to measure and review policy compliance and effectiveness.
- That a Governor is appointed to lead on health and safety matters.

The Lead Governor for Health & Safety is responsible for health and safety and governance arrangements and will keep the Chair of The Local Governing Board briefed on any significant safety matters within the school.

The Headteacher and the Senior Management Team will provide effective leadership and direction to ensure the policy is implemented and will, as far as reasonably practicable, ensure:

- The information contained within this policy is effectively communicated throughout the schools.
- That the personnel that they manage, have the necessary competence and resources to fulfil their health and safety responsibilities.
- That arrangements are in place for the on-going assessment of risks within the schools that meets the requirements of the school Health and Safety Policy.
- That arrangements are in place for implementing the control measures which follow-on from any risk assessments within the schools.

- That staff and others involved in the delivery of the school's services are provided with relevant information and training on the use of equipment, substances and machinery relevant to their role.

The Headteacher

The Headteacher has overall responsibility for the day-to-day operational management of health and safety within the schools. They must have sufficient competence (or assistance from competent colleagues) to enable them to ensure that Telford & Wrekin's standards for health and safety are maintained in their establishments.

The Headteacher will:

- Be responsible for the day to day, implementation of the Health and Safety Policy and will liaise with the Local Governing Board to ensure full compliance with all of its requirements.
- Keep themselves and their employees up to date with all relevant health and safety information and consult with or seek advice, guidance and support from the Internal Health and Safety Team.
- Facilitate the necessary health and safety training for staff in order for them to undertake their work safely.
- Appoint key personnel to take responsibility for operational health, safety and welfare issues (see page 4).
- Periodically review the policy and make amendments to it whenever necessary.
- Monitor the safety performance and take such steps as may be necessary to improve performance
- Ensure that all employees have access to a copy of the school's health and safety policy and are aware of their responsibilities.
- Ensure that effective channels of communication and consultation with staff and safety representatives are maintained.
- Ensure that suitable and sufficient risk assessments are carried out in respect of the health and safety of all persons that are affected by the school's activities; and that such risks are controlled by effective and proportionate means. Also, that the assessments are recorded and highlight any employees, pupils or other individuals identified as being especially at risk.
- Promote a positive culture and an interest in health and safety matters throughout the schools.
- Ensure that appropriate staff liaise with subject advisers and health and safety officer/coordinator on health and safety matters.
- Make recommendations for improvement.
- Ensure all relevant accidents/incidents are reported via the appropriate channels, that they are thoroughly investigated, reported to the relevant enforcing authority where necessary, and that appropriate remedial actions are taken to help prevent a recurrence.
- Be responsible for dealing with visits from the Health and Safety Executive and other enforcing agencies.
- Ensure that competent persons are appointed to test and maintain the utilities, facilities, plant and equipment within their buildings/areas of control, as appropriate (gas, electrical, water systems, etc.).
- Ensure service and maintenance records are maintained for all relevant services, facilities, plant and equipment within their buildings/areas of control.
- Be responsible for ensuring that the Fire Risk Assessment has been completed and is reviewed at least annually.
- Ensure that suitable and appropriate fire safety and emergency arrangements are in place in respect of the buildings & premises, pupils & employees that they manage and / or are responsible for.
- Be responsible for ensuring that there is liaison with key partners that have an interest in the building, on matters of health and safety relating to electricity, gas, water supplies, waste disposal, safe access of pedestrians and vehicles, building regulations and planning, etc.
- Be responsible for ensuring that health and safety repairs and necessary emergency work required to ensure the health and safety of staff, pupils and others are undertaken.
- Be responsible for ensuring that works plans, schedules and other data are maintained, in respect of the maintenance and building alterations of the schools in so far as they affect health and safety.

The school Health and Safety Team

- Will encourage a positive approach to accident prevention and the health and safety of staff, pupils and others on the school's premises and affected by school's activities.
- Will ensure that they understand current school's policies and procedures affecting health, safety and welfare of staff, pupils and others.
- Will carry out investigations as deemed necessary, periodically inspect the premises and activities in order to determine whether the policies and procedures are being complied with and whether adequate standards of health, safety and welfare are being achieved.
- Will ensure that effective measures are in place to deal with and prevent emergencies, this includes the organisation of periodic fire drills and all necessary checks to safety equipment (Fire Extinguishers, First Aid Kits, Electrical Equipment etc) working with the school Administrator/Business Manager.
- Will ensure that all staff regularly check the electrical leads and plugs of the equipment they use. A system to report any defects e.g. a defects book must be set up so that defective equipment can be taken out of use and repaired by a competent person. The Cleaner in charge will be responsible for checking electrical items of cleaning equipment.
- Will liaise with and seek advice, guidance and support from external Health and Safety Advisers (e.g. the Council's Internal Health and Safety Adviser, Enforcement Authorities, Health and Safety Executive and Environmental Health Officers, The Fire Prevention Officer, etc.) as and when necessary.
- Will identify health and safety repairs and put into operation any necessary emergency work required to ensure the health and safety of staff, pupils and others.
- Will maintain records of works plans, schedules and other data relating to the maintenance and building alterations in so far as they affect health and safety issues.
- Will liaise with key partners, as required on health and safety matters relating to electricity, gas, water supplies, waste disposal, safe access of pedestrians and vehicles, building regulations and planning.
- Will ensure that vehicles belonging to the schools are serviced and maintained in a safe condition.

Teaching Staff

- Will take reasonable care of their own health and safety and that of the pupils and others who may be affected by what they do.
- Will co-operate with school's management on matters of health and safety and will not interfere with or misuse anything provided in the interest of health and safety.
- Will observe the additional safety precautions needed if they teach in laboratories, workshops or other potentially hazardous areas and be aware of specific guidelines and specialist publications from bodies such as the CLEAPPS, DATA, the Association of Science Education and AFPE (Association of Physical Education).
- Will promptly report all accidents, dangerous occurrences and potentially dangerous practices and situations to Management\Health and Safety Team.

All Employees of the Schools

Must at all relevant times, to minimise the risk of injury to themselves, other colleagues, customers or partners of the schools:

- Comply with the measures specified in this policy and other relevant risk control measures, procedures and guidance, produced by the schools, whilst at work.
- Conduct themselves in an appropriate manner so that they, and/or others are not put at risk by their activities, actions or failings.
- Co-operate with the Headteacher, managers and supervisors, on all matters affecting health, safety and wellbeing at work.
- Make full and proper use, in accordance with the user instructions and the training provided, of any plant, machinery or equipment that is made available to them; and to not misuse such equipment.
- Only use plant, machinery and equipment for which they have been authorised, have been fully instructed as to its safe use and have received suitable training. Where appropriate, employees must ensure that plant, machinery and equipment is suitably guarded during use.

- Attend relevant training courses as requested by management and adhere to the techniques and practices specified within any training provided.
- Wear/use the necessary protective clothing and/or safety equipment (including PPE) as specified for their role/work.
- Report hazards, defects or potential risks affecting the health safety or welfare of themselves or others, which they cannot eliminate or control themselves to their supervisor or manager immediately.
- Report all accidents and incidents (ie. near miss, violence, abuse, racial and hate related) occurring in their area of work including cases of work-related ill health to their manager/supervisor immediately, following the correct reporting process. Employees may be involved in the investigation and any remedial actions required arising from this process.
- If at any time, employees are involved in any activity that feels unsafe or they feel at risk, they should stop the activity and raise their concerns with their line manager.

Trainees, Apprentices and Volunteers

The school recognises its responsibilities both as sponsor and managing agent to all its Trainees, Apprentices and Volunteers (and similar groups that may be affected). Such groups will be afforded the same health and safety status and adopt the same duties and responsibilities as that of an “Employee” and are required to be made aware of and adhere to the requirements of the school’s Health and Safety Policy.

Young persons and work experience students

All Young Persons and Work Experience Students have the same health and safety status and responsibilities as an employee and are required to be made aware of and adhere to the requirements of the school’s Health and Safety Policy. The potential vulnerability of such persons requires that they will be subject to greater levels of supervision than standard employees and may also be subject to additional controls depending upon the findings of the risk assessment process.

Visitors and the Public

Appropriate action must be taken to ensure that visitors are made aware of risks relevant to their visit, at the specific site they are attending. All visitors must be accompanied within areas of the school which are identified as non-public areas. These persons should not be allowed to access areas which may place them or others at significant risk. The school will conduct its undertakings in such a way as to ensure that visitors and members of the public are not endangered by its work activities.

Disciplinary Procedures

The Health and Safety at Work etc. Act 1974 states that, *“No person shall intentionally or recklessly interfere with or misuse anything which is provided in the interests of health, safety or welfare in pursuance of any of the relevant statutory provisions.”*

Disciplinary action may be initiated against any employee who knowingly violates or fails to implement the school’s safety policies, procedures or guidance, or who fails to use any personal protective equipment or other safety devices or equipment, when required, that is specifically provided for their protection.

Breaches of the health and safety policy, procedures and arrangements will be dealt with under the school’s Disciplinary Procedures. It must be understood that such breaches may also expose the individual committing the breach and/or the school to criminal prosecution.

Arrangements for Health and Safety

In order to promote a health and safety culture that aims to produce high standards and continuous improvement, the school has put in place the following health and safety arrangements.

Governance

The principles of good governance are integrity, openness and accountability.

These principles describe the systems and processes whereby the Chair of The Local Governing Board, the Lead Governor for Health and Safety and the Headteacher, and Senior Management Team, fulfil their collective responsibilities and provide the foundation for securing the health and safety of the school's pupils, employees and others affected by its activities.

The Senior Management team will meet for regular updates on health & safety performance, to determine if the school's health and safety policy, strategy and action plans are being achieved and if necessary ensure that any outstanding issues are being prioritised and addressed via a risk based approach.

School Finance and Remuneration Committee

The school's Finance and Remuneration Committee is the principal forum for health and safety matters at the schools. The committee oversees health and safety management within the schools and is the formal mechanism for consultation with employee representatives (including the trade unions, where applicable) on health and safety matters. It will monitor performance and consider proposals on school's health and safety policy and strategy.

Membership of the Finance and Remuneration Committee

- The school's Finance and Remuneration Committee is made up of the Chair of the Local Governing Board, the Headteacher, and other members of the Local Governing Board.
- Members of the committee shall be nominated and appointed annually at the autumn term meeting of the Local Governing Board meeting.
- The Committee shall be chaired by the Chair of the Local Governing Board.
- In the event of a vacancy arising on the Committee, a successor shall be appointed by the Local Governing Board at its next meeting following receipt of the resignation.
- The Local Governing Board will appoint the Clerk who shall not be the Headteacher.

Meetings

The Committee will meet at least 3 times a year to fulfil its responsibilities and to meet any prescribed deadlines.

The terms of reference for the Finance and Remuneration Committee are to;

- Consider, review and approve where appropriate, health and safety policy, strategy, procedures and guidance documents developed by and for the schools.
- Specifically prepare the health and safety policy and recommend it to the governing board. Keep the policy under review and to recommend such amendments to the governing board as may be necessary.
- To recommend to the Local Governing Board procedures for implementing the health and safety policy and then to ensure, by means of periodic checks and reports, that those procedures are followed.
- Consider changes to (and new) health and safety legislation, the content of recommendations from professional bodies, and the necessity for changes to school policy(s) as a result.
- Consider reports from enforcement agencies and recommend appropriate action(s) in response.
- Receive and review specific reports on accidents, incidents, near misses and work related ill health.
- Monitor health and safety performance, including accident and incident rates. Review and consider any significant concerns or associated trends and recommend appropriate action(s) in response.
- Receive health and safety inspection and audit reports, and consider appropriate action to address any shortcomings identified.
- To recommend to the Local Governing Board and the school's security procedure that addresses the security of pupils and staff as well as the protection of buildings and property. Review this regularly and make recommendations where appropriate.
- With the head draft a documented emergency plan for the schools for approval by the Local Governing Board.

- To consider and recommend to the Local Governing Board suitable arrangements to ensure safeguarding and the promotion of the health, welfare and inclusion of pupils.
- Consideration of reports and factual information provided by inspectors of the Enforcing Authority.
- Promote a positive safety culture and play a key role in motivating and engaging employees and actively monitoring and driving improvements in the health and safety performance of the schools.

The terms of reference with specific regards to the maintenance of the school's premises are;

- To monitor the state of repair of the school's buildings, including the effective management of asbestos (if any) on the premises.
- Through the Headteacher, to liaise with the school's building surveyor or any other adviser over repairs and maintenance work to be undertaken each year.
- Through the Headteacher, to take any action required to approve & carry out repairs in an emergency.
- To consider and recommend to the Local Governing Board any proposed improvement projects.
- To recommend to the Local Governing Board a lettings policy for the schools, to keep this under review, including lettings charges and any proposals or requirements for insurance cover.

Local Health and Safety Arrangements

Access and egress from the schools site

The school's premises are organised in such a way as to ensure that pedestrian and restricted traffic can circulate in a safe manner. Signs and road markings have been put in place to demark designated parking by staff & visitors. Barriers are in place to control the risk of children coming into contact with vehicles when walking along the foot paths on site.

Letters will be sent to parents/carers/guardians to inform them of the procedures at the beginning of the term and whenever necessary to ensure that they only park in the appropriate bays and do not block the entrances. Parents/carers/guardians are responsible for their children until handed over at the classroom doors.

Accident & Incident Reporting and Recording

Staff should be aware that in the event of a serious accident/injury the Health and Safety Advisors may need to investigate the incident. Therefore, witness statements and photos of the site will be completed of the incident as soon as possible. The report form should be completed by the Headteacher or nominated senior member of staff in their absence and kept on record in the Office Manager's office.

Reviewing accidents

An analysis of the accident reports and near-misses will be undertaken at intervals and considered by both school's management and the Local Governing Board's Committee with Health and Safety Responsibilities, for consideration of further action.

Staff must be aware of the following:

- Parents are to be advised of incidents in writing by means of a note where deemed necessary. Details of the injury, time and date must be included, this is essential for head injuries. 'Parent slips' are kept by the accident book in the administrator's office.
- Information about children's allergies are readily accessible to staff and supply teachers on the register sheet.

Bad Weather Contingency Plans

School site staff will be responsible for ensuring the site remains in a safe condition and will produce a risk assessment for gritting the site during icy and snowy conditions. Staff must stick to the agreed routes during icy/snowy conditions because some areas may not have been gritted. Staff will be notified of these areas and/or they will be cordoned off.

Chemical and Substance Safety

NO SUBSTANCES WILL BE USED OR GENERATED WITHIN THE SCHOOLS UNLESS AN ASSESSMENT OF THE RISKS THAT THEY PRESENT HAS BEEN MADE.

Whenever the schools intends to use, or create a substance that could be a risk to the health of staff, pupils and others, the school's COSHH Assessment Co-ordinators (named on page 4) will:

- Identify and control these substances, minimising the risk of exposure to staff and others.
- Ensure staff are aware that certain substances are hazardous to health. Wherever possible these will be taken out of use. Where substitution proves to be impracticable then a full COSHH risk assessment will need to be carried out and documented. Paper copies of these documents will be available in the school's office.
- Ensure all users are informed, trained and instructed in the safe use of these substances and have access to the COSHH assessments.
- Ensure staff know that they are to read labels and instructions, practise sensible, safe working practices and follow and understand the emergency procedures.
- Ensure equipment is used as instructed.
- Ensure personal protective equipment/clothing is available and used when required (see page18 - PPE) All staff must be aware that they have a responsibility for reporting hazards, potential hazards and "near misses" to the Headteacher or if not available, school's Business Manager/administrator.

Computers

Staff who use computers, including laptops, for 1 hour or more at any time during their working day must undertake a workstation risk assessment.

Speak to the Administrator/Business Manager who will be able to give you a copy of the self-assessment and run through the procedure. If any changes or equipment are required that cannot be resolved directly by the user then report back to your Headteacher who will see if it is appropriate to order the equipment e.g. screen riser, foot rest etc. Further advice can be obtained from the Internal Health and Safety Advisor.

Confidential Counselling Service

Health Assured EAP provides a 24-hour free and confidential helpline for all employees. Details of this service are located in the staffroom on the staff noticeboard.

Contractors

All contractors working on the school premises are to report to the school's office prior to starting work.

For extensive work or high risk jobs the contractor must comply with the recommendations and procedures issued by current health and safety legislation, and Telford and Wrekin council if and when appropriate.

The procedure for this type of work will be agreed prior to work commencing and amended during the work activity as necessary especially when there are unforeseen developments.

School safety arrangements regarding contractors – The schools have continued to Buy Back into Local Authority Facilities.

Telford & Wrekin Council requires contractors included on their approved list to be CHAS registered or registered by another of the other Safety Schemes in Procurement. This provides a measure of confidence in the contractor's ability to manage health and safety. The schools should select contractors from the approved list wherever possible.

Once a competent contractor has been appointed the schools will:

- Discuss with the contractor details of current relevant issues and works to be completed, supported by documentation where necessary.
- Require the contractor to provide method statements, permits to work etc, as applicable.
- Seek confirmation that the contractor agrees to work in accordance with the school's Health and Safety Policy and arrangements, and the health and safety requirements that are laid down in the contract.
- Clarify the responsibility for provision of first aid and firefighting equipment and the procedures to be followed in the event of emergency.
- Obtain details of articles and hazardous substances intended to be brought onto site, including any arrangements for safe transportation, handling, use, storage and disposal.
- Obtain details of plant and equipment brought onto site, including arrangements for storage, use, maintenance and inspection.
- Agree key points of contact, arrangements for communication during work, including arrangements for reporting problems or stopping work in cases where there is a serious risk.
- Agree arrangements for suitable working times and segregation of school activities from the contractor's work areas.
- Seek confirmation that all workers are suitably qualified and competent for the work.

Fire Safety and Emergency Evacuation

The Fire Risk assessment is stored in the Fire Safety file in the school offices. This is reviewed on an annual basis unless there are significant changes before this. An assessment of the risks of fire is carried out by the Health & Safety Service Limited. As a result of the assessment, if any additional precautions are identified as necessary the schools will implement these as a matter of priority.

Notices setting out emergency evacuation procedures are displayed at key points around the schools and in every classroom.

Emergency exit doors and routes are kept clear at all times and not obstructed at any time. All fire doors are kept permanently unlocked while the premises are in use.

The Site Manager checks all firefighting and detection equipment monthly to ensure that it is present in the correct locations and has been subject to a service check within the last 12 months. In addition there is an annual check of all fire extinguishers (by Churches Fire Company).

The fire alarms are tested weekly by the Site Manager and emergency lighting is tested monthly. Records are kept in a log in the school office.

Fire drills take place at least termly. Details are recorded and notes made of any problems which needing remedying.

- In the case of a fire, the first requirement is for staff to ensure the safe evacuation of all persons from the buildings to the safe places indicated on the fire procedures notices. The building should NOT then be re-entered until it has been confirmed that it is safe to do so.
- The Fire Brigade will be notified automatically by the sound of the alarm.
- The Headteacher and Deputy Headteacher will sweep their designated areas. Teaching assistants in key areas will sweep children's toilets. The office manager will check the staff toilets.
- All attendance registers will be properly marked for the morning and afternoon sessions. Members of teaching staff will take their registers with them on evacuating the premises.

- A roll call will be taken when all have reached the place of safety.
- All visitors/contractors report their presence on site to reception and sign the 'Visitors' book and ensure they are familiar with the fire precautions. Reception staff must remind visitors to read the emergency arrangements.
- In the event that anyone by reason of any sort of disability or special need on the premises would be unable to evacuate the building without assistance, a Personal Emergency Evacuation Plan will be drawn up, agreed with the individual if possible and implemented.
- Staff or other personnel taking after school clubs must ensure they are familiar with the fire precautions.
- All access routes will be maintained in a safe condition and be free from obstructions. So far as is reasonably practicable, any hole, slope, uneven or slippery surface which is likely to cause a person to slip, trip or fall preventing them getting out of the building safely will be repaired.
- Drills to practice evacuation of the playground and field will take place annually.

First Aid

The schools will ensure that first aid can be rendered to staff and pupils in the instance of them becoming injured or ill. A 'first aid needs' risk assessment has been undertaken for the school to ensure that the first aid provision is available at all times, including out of normal working hours and on visits and journeys.

If immediate medical assistance is thought to be necessary, parents will be contacted. However, should the parent(s) be unavailable, medical assistance will be sought by the school and the child will be accompanied to the doctor or hospital by a member of staff.

The schools seek to ensure that at least two members of staff have received training on an approved first aid course and two other members of staff have the additional paediatric training.

This training is provided by Edufit. Copies of the First Aider's certificates are displayed in the school office and Nursery. See section 2 for names of all the First Aiders within the school.

First Aid Facilities

- The first aid boxes are placed in clearly identified and accessible locations – Redhill Primary Academy: office, nursery, hall, KS1 and KS2 corridors and kitchen. Thomas Telford Primary Free School – to be confirmed.
- Each first aid box contains a list of required first aid items and sufficient quantities of suitable first aid material and nothing else. Contents of the box will be replenished as soon as possible after use in order to ensure there is always adequate supply of all materials. Additional supplies are available from the school offices in reception. The administrators are responsible for ensuring these are replenished as soon as possible after use.
- Disposable plastic gloves will be provided in the first aid box which will be properly stored and checked regularly to ensure that they remain in good condition.
- Notices are posted in prominent positions throughout the schools giving locations of first aid equipment and the names of the first aiders.

Recording First Aid Treatment

Records of treatment provided will be made in the accident/Incident book for pupils/students. If the incident was work related then this will be reported to the SBM and a form filled in, which will be kept securely in case of follow up investigation or claim. See page 11 for further information on accident/incident reporting.

Administration of Medicines

First Aid does not include administering medicines to children. Staff will require additional training and consent to administer medicines e.g. insulin, use of an epi-pen etc. This will only be after full consultation with the parents and the school nurse.

Staff can be with the child as the child administers their own medicine. Any member of staff witnessing the child taking their medicine must sign a form to confirm this. Where ever possible two members of staff will be present especially when having to administer the medication.

Medicines are kept in the refrigerator in the designated fridge in the Admin office and Nursery office. Controlled drugs, e.g. insulin are kept in a locked box within a locked cabinet. Further advice can be found in the Medication in Schools Guidance found in the Education Health & Safety Manual.

Parents/Guardians will need to fill in a consent form asking for medicine to be stored in the school. Parents/Guardians must be made aware they will be responsible for making sure the medicine is kept within date.

Lone Working

Working Alone should be avoided wherever possible. However, it is recognised that, from time to time, it may be necessary for school employees to work in situations or locations, which are remote from other members of staff. This may include employees working on their own in the evenings, at weekends or during the holiday (at an alternative location to the school or within the school building itself).

In such circumstances, the schools will assess the risk to these individuals and introduce suitable controls to ensure that all risks are minimised. A copy of the procedures introduced to control these risks will be available in the staff handbook.

Any staff wishing to work on the premises outside normal schools' hours must have prior agreement from Headteacher or designated senior manager.

Also, see page 19 crisis management policy for schools' security and people responding to call-outs.

Manual Handling

Moving heavy and awkward loads can cause injury. Where staff roles require them to undertake significant manual handling, then training will be provided.

A specific manual handling risk assessment will be undertaken for the task and reviewed regularly, staff must follow the control measure at all times.

General manual handling guidance for all staff

To avoid manual handling injuries all staff should follow established safe manual handling techniques:

- Plan the lift before you start.
- Assess the load – if it is awkward or heavy, find out whether there is a mechanical aid to use e.g. trolley or a second person to help.
- Ensure the route you are going to take is the most direct, clear from obstruction and as flat as is possible. When you off-load the object make sure the area is clear for you to do so.
- When lifting bend your knees and keep your back straight, feet apart and angled out and ensure the load is held close to the body and firmly gripped.
- Lift smoothly and slowly, using the powerful leg muscles and avoid twisting, stretching and over-reaching where practicable.

Minibus Use – Redhill Primary Academy only

The minibus is Certificated to Public Service Vehicle (PSV) standards/or operated under Section 19 Permit legislation. It will only be driven by persons who have successfully completed the 'Minibus Driving Assessment Scheme' (MIDAS) arranged by Integrated Transport. This driver advice is also applicable to self-drive hire or otherwise "borrowed" vehicles.

Staff who have taken the MIDAS test to drive children in the minibus and are qualified to drive minibuses at present Tom Hodgkison, Sam Farmer, Yvette Preen, Mike Follows, Lisa Williams, Tom Griffiths, Fay Hurford, Stuart Baldwin, Olivia Hassell and Alison Turner. Staff who drive the minibus must carry out the pre-use check, fill in the logbook, provide the planned route with the request to use the minibus to the Headteacher for each individual outing.

Teachers, parents and others who drive pupils in their own private cars will ensure their passengers' safety by confirming the vehicle is roadworthy, and they have an appropriate licence and insurance cover for carrying the pupils. Volunteers will be carefully vetted by the school before they are permitted to transport pupils in their cars. The Headteacher will request assurances as necessary. This will be included in the risk assessment for trips where necessary. No staff member can transport a single child. The driver is responsible for making sure that pupils wear a seat belt at all times and if necessary, use booster seats. Staff hiring a minibus or other vehicle must make sure pupils wear seat belts at all times. Vehicles without seat belts will not be used.

Parents' agreement will be sought (on the consent form for the visit/journey) for their children to be carried in other parents', volunteers' or other pupils' cars. Parents, volunteers or other pupils driving pupils will not be allowed to be alone with a pupil. The party leader will arrange a central dropping point for all pupils rather than individual home drops.

Out of Hours Use of school Premises

Suitable consideration will be given to persons using the premises outside of school's hours in order to ensure their safety.

A responsible person will be nominated to represent the schools and a user representative sought for liaison, to ensure that all visitors understand the procedures to be adopted in the case of fire/emergency evacuation, first aid provision, and safe use of buildings, equipment, substances and other facilities.

There will be control over the number of persons attending functions at the schools to ensure that they can all evacuate quickly and safely in the event of an emergency. If necessary further advice will be sought from the Fire Safety Officer (details are on page 4). Hirers of the building will be given written emergency procedures that they have to comply with and sign to agree to follow those procedures.

Events and entertainment programmes will be scrutinised beforehand with regard to any licensing requirements.

Parental/Adult Help

- All parents and adults must be DBS (Disclosure & Barring Service) checked if they offer to help with clubs, transport or any other schools' activity.
- When using their own car they must prove that their insurance cover is appropriate to take children on schools' business and the car is road worthy, taxed and where appropriate has a current MOT.

Personal Protective Equipment (PPE)

Where circumstances require it, PPE will be provided to staff as a last resort if no alternative control measures are available to reduce the risk to an acceptable level. PPE will be provided to staff or pupils where this is a necessary control identified by a risk assessment. This could be eye protection, hearing protection, gloves, high visibility wear, helmets and footwear.

The Senior Administrator will be responsible for purchasing the correct type of PPE which is suitable for the task in hand. The person who will be wearing the equipment should be involved in the process of purchase, to ensure that it is correct in size and fit so that it is comfortable to wear.

There will be suitable arrangements in place for the storage, cleaning and replacement of PPE. Staff will receive training as appropriate and will be required to wear the PPE provided. They will be responsible to keep it clean, store it correctly and report any faults so that replacements can be provided.

Play Equipment (indoors and outdoors)

All play equipment must be used in accordance to the manufacturers/installers instructions. All new pupils are given an induction on the equipment before they first use it.

Staff rota for break time supervision can be found in the staffroom. All staff as part of their duties must visually check the play equipment before the pupils use it and check that the weather conditions are suitable for its use. Headteacher/Deputy Headteacher/Playground Supervisor to make the final decision for the equipment to be used.

Indoor and outdoor play equipment weekly/quarterly inspections are undertaken by staff on duty and the Site Manager. Records of the inspections are recorded and kept in the Site Manager's office.

Annual inspections are undertaken by 'ROSPA', a copy report is kept in the school office.

For further information and details of the checks required see the Playground Inspection & Maintenance Guidance contained in the Education Health & Safety Manual.

Portable Electrical Appliance Testing

The Headteacher or delegated responsible person is responsible for ensuring that all portable electrical equipment is tested regularly by an approved contractor.

A register of all such electrical equipment used in the schools is kept in the school's office.

No equipment other than that purchased as new may be used unless tested. This includes personal equipment brought into the schools by members of staff. All new equipment must be entered into the portable appliance register as soon as practicable and not left until required to be tested.

The school Buildings Manager or administrator will be responsible for co-ordinating the registration, inspection and testing of equipment. (See page 4 for name of person responsible).

All staff will be instructed to visually check electrical equipment for obvious defects before use.

All hard wired electrical installations are maintained by the Facilities Management Team at Telford & Wrekin Council at least every 5 years and more frequently where changes are made to the system.

Pregnancy and New Mothers

Risk assessments must be produced to identify any further precautionary measures that are needed to protect pregnant employees. If you are expecting a baby (or have given birth in the last six months) you will need to let the Headteacher know as soon as possible. Your Headteacher will review the risk assessments applicable to you to ensure that you are as safe as possible during your pregnancy and will take any additional measures needed to protect you.

Risk Assessment

The school will assess all risks to safety and health as required by the Management of Health and Safety at Work Regulations. All significant risks will be recorded on a risk assessment template. Risk assessments should be reviewed annually or if significant changes require this to be done earlier. The relevant staff will be made fully aware of any risks or additional control measures required which have been brought about by the changes. This will be monitored by the school's Health and Safety Co-ordinator.

- Risk assessments will be carried out or reviewed before every educational visit;
- All P.E. activities have been risk assessed including the use of the outdoor play equipment;
- Outdoor Education Centre completes its own risk assessment which staff are familiar with. They will check the control measures to ensure they correspond with the school risk assessment.

There is guidance on risk assessment in the Education Health & Safety Manual and a resource called the risk assessment bank that can be used to help record suitable risk assessments. For training on risk assessment contact People Services.

Safeguarding

Safeguarding procedures will be monitored and reviewed at least annually by the school Finance and Remuneration Committee.

- Gates are locked at the same time each day in the morning at 8.50am and unlocked in the afternoon at 3.05 pm. After which time access to the schools is through the main front door. After school clubs use the main doors.
- The school's office staff monitor those that come to the door at reception before deciding who to let into the building.
- All visitors sign in and out and wear badges of identification or a visitor's badge.
- The main doors have good locking mechanisms.
- Intruder alarms are installed.
- The following staff have a set of keys to access the school at any time: Claire Whiting, Alison Turner, Lisa Williams, Lydia Cartwright, Sam Farmer, school caretakers, cleaning staff and the kitchen manager. They can also activate the school's electronic security system. The school Business Manager has a full inventory of key holders and keys that have been allocated.
- Blinds or curtains have been installed in all classrooms and corridors for security, the classroom blinds or curtains are closed at the end of each school day.

The Site Manager/Headteacher is responsible for the security of the schools at the end of the day by ensuring that doors, windows, skylights etc. are secured. All staff have responsibilities for ensuring their classroom windows are shut and lights and computers are switched off at the end of the day.

Responding to call outs

The following are the schools' nominated representatives who will respond in the event of an out-of-hours call – School Watch, Site Manager, Headteacher, Deputy Head.

The school have assessed the risks to these individuals and introduce suitable control measures to ensure that all risks are minimised. All nominated staff have been trained in how to deal with violence and aggression and will be supported if an incident occurs.

Lone Worker attendance

If anyone has to attend to a call out on their own, procedures must be in place so that the individual on site keeps in contact with someone on arrival at site, at regular intervals whilst on site, when leaving site and on arriving safely at home. If the lone worker fails to make contact within the agreed time further steps to establish their whereabouts will be needed. Also, see page 15 of the Lone Working Policy. No employee will enter a building alone unless there is an urgent and important need to do so before assistance arrives. No employee is expected to enter a building where it is believed there is a significant risk.

A copy of the detailed procedures introduced to control these risks will be kept in the staff handbook.

Following any event the risk assessment will be reviewed and further control measures implemented where appropriate.

Smoking

Everyone's health is important so smoking and vaping is prohibited during the school day by staff whilst on the school premises. See the Smoking Policy for full details.

Stress

Although pressure is necessary for us to live normal lives, excessive pressure can cause stress which in turn can lead to real physical and mental problems. Training is available on handling personal stress and employees are encouraged to take their PPA time and take regular exercise. Heads are expected to be able to recognise and manage stress and try to promote a harmonious working environment within their teams. Training is available to help with this.

If you feel that work is causing you to have too much stress or even that stress caused by other things is affecting you at work, then you need to tell your manager/Headteacher or contact Health Assured an independent company who provide 24-hour free and confidential helpline for people working in education, 0800 030 5182.

Supervision of Pupils

The schools will be open from 8.40 am to 3.10 pm on weekdays during term times. Between these times supervision will be provided. Pupils will not be allowed on site outside of these times, unless this is for planned extra-curricular activities. Parents are informed of the details of the schools' terms and opening arrangements at the beginning of the school year and reminders sent throughout the year when necessary. The school's websites provide details of arrangements for 'Breakfast Club' time which is from 7.45am – 8.45am and 'After School Care' times, which are 3.00 – 6.00pm.

The schools' operational arrangements will take account of the following:

- Supervision ratios and locations between schools opening and lesson start time
- Supervision ratios and locations at break and lunchtimes
- Supervision ratios and locations between end of lessons and schools closing time
- Areas to be used by pupils outside lesson times

Training in Health and Safety

Providing relevant health and safety training as is necessary to protect the health and safety of our employees is a key policy commitment of the schools. All employees regardless of their status, must be provided with sufficient training, knowledge and skills to enable them to carry out their work safely and with the minimum of risk to themselves and/or anyone else.

One of the core competencies for Headteachers and managers is health and safety and all Headteachers and managers will be assessed on this and encouraged to improve their skills and knowledge.

It is particularly important that managers ensure new employees are given an induction, ideally within the first week of their employment or as soon as is reasonably practicable. This induction must include essential health and safety related matters, including their responsibilities as identified in this policy; other basic information such as first aid, fire safety and the reporting of hazards and incidents.

Job specific training should follow which introduces local policies, processes and procedures.

Further specialist training should take place where additional skills are required; this will include refresher training where these skills are not frequently used or where the risks have potential to change.

Challenging Behaviour

The school follows Telford & Wrekin Council's Policy and Guidance on Personal Safety at Work. The Headteacher is responsible for ensuring that **all** staff:

- Are aware of the policy and procedures for avoiding violence at work and reporting and recording all incidents of verbal and physical abuse. See page 12 for Accident & Incident Reporting & Recording.
- Are aware of Telford & Wrekin Council's arrangements available for victims of violence at work.
- Know that when they have meetings with potentially hostile parents these must be in the presence of another member of staff.

As appropriate, staff will be trained to manage actual and potential aggression and/or unacceptable behaviour.

Visits and Journeys

Educational Visits and Journeys Guidance is followed and the Educational Visits Coordinator (EVC) is listed on page 4 of this policy. The EVC will liaise with the members of staff who will be undertaking the trip to ensure the procedures have been followed. (N.B. If the EVC is not the Headteacher then the EVC must make sure the Headteacher countersigns the approval documents including the risk assessment.)

Risk assessments for Educational visits

- Teachers will make a pre-visit to the place of their visit where practicable to assess the site/activity.
- They will complete a risk assessment form and return it to the EVC for approval.
- They will read and be aware of Educational Visits and Journeys Guidance.
- They must ensure the ratio of adults to children will comply and is approved by the EVC/Headteacher.
- They must get the consent of every child's parents/guardian before taking them on a visit. Parents/guardians may have signed a consent form at the beginning of the school year for regular visits that are organised as part of the curriculum.
- On a visit which will extend beyond the school day, the teacher will establish a telephone pyramid in case of a coach breakdown or any other delay. The school will provide updates on the school's website, detailing of any delays. They will also make contact with the Headteacher to ensure that an email is sent to all parents/carers to inform them an ETA.
- First aid provision will be arranged.
- Teachers must remind children to wear seatbelts.
- DBS checks will be required for parents/helpers/volunteers where necessary.

Working at Height

Working at height, can be very high risk and persons do not need to be very far off the ground for these risks to be realised. An assessment must be made of the risks from such work, and those risks should be designed out (by avoiding work at height) wherever possible. Relevant staff, particularly site managers/Site Managers, whose role may periodically require them to use ladders must have completed ladder safety training if using a ladder cannot be replaced by safer means, as part of the risk assessment process.

Where work at height cannot be avoided the equipment used for such work must be appropriate and suitable for the job, and must be regularly inspected and well maintained. **The use of chairs / desks and other equipment (that is not specifically designed for work at height) as a means of gaining access for such work is strictly prohibited within the schools.**

Work Equipment

Work equipment relates to all things that the schools rely upon for their effective operation. For example; tables and chairs, heating boilers, lifts, ladders, vacuum cleaners, utensils, computers, photocopiers, fire extinguishers etc.

All equipment purchased by, or on behalf of the schools must be suitable and fit for purpose. Therefore before any equipment is purchased managers must ensure they understand what is required, consult with all those that will be using the equipment, and take appropriate professional advice where necessary:

- Consideration will be given to the safe installation, storage and positioning of the equipment.
- Training in the safe use of the equipment may be required and should where practical be supplied by the companies providing the equipment.
- The equipment will be maintained to ensure that it remains in good condition by the Site Manager and certain equipment is under contract for maintenance and repairs by the supplier.

It is the responsibility of the person using the equipment to ensure it is in a safe condition before using it. They may require instruction and/or training before the initial use to know how to undertake the checks.

Where any faults are noted with equipment, this must be taken out of use immediately and brought to the attention of the Site Manager/other appropriate manager for action.

The schools keep a record of the inspections and checks that are made to all equipment. The log/record is kept in the Site Manager office.

Wellbeing of Employees

Many of us spend a great deal of our time at work, therefore our health and wellbeing in the workplace is as important as it is outside of the workplace, after all, how you are feeling does not automatically stop the moment you step foot into work!

Employee Assistance Programme

The Employee Assistance Programme (EAP) provides employees with access to a dedicated online health hub to support their health and wellbeing. The Hub contains a wealth of information and resources including webinars, wellbeing fact sheets, videos, articles, self-help programmes, interactive tools and educational resources to help with life's challenges.

The service operates a 24 hour, 7 days a week confidential telephone support line too and this can be used for advice or to access **counselling support 0800 783 2808**. Counselling support is also available for all adult family members living in the household. As part of this programme employees are entitled to up to 6 sessions of counselling to provide immediate support until other counselling support is available if required through the NHS for example.

The health hub can be accessed by visiting: <https://healthassuredeap.co.uk/> or by downloading the 'My Healthy Advantage' app on Google Play/the App Store and entering code MHA128723

Sources of support, information and guidance on Health and Safety

Wherever possible, school employees are encouraged to try and resolve health and/or safety issues for themselves in the first instance, providing it is safe to do so; **Sort it or report it!**

Where employees are unable to deal with a problem directly, they are encouraged to contact the person responsible for the issue or the person who has the necessary authority to resolve it.

Often this will be the employee's Headteacher or line manager and, in any case, should the employee be uncertain of whom to go to, they should always report the matter to their line manager in the first instance.

If the line manager is unable to answer the query or the employee would feel more comfortable talking to someone independently, they should contact:

The Internal health and safety team on 01952 383627 and/ or their trade union health and safety representative.

School policies, procedures and guidance documents

Detailed guidance and policies can be found on the Education Health and Safety SharePoint site.

Further useful information and advice can be found on the HSE website <https://www.hse.gov.uk> and the web sites of the recognised trade unions.

Monitoring and Review

Internal monitoring and review of the health and safety policy and procedures will be undertaken on an annual basis.

The Headteacher and the Finance Committee will be responsible for reviewing and amending this policy in conjunction with the Annual Health and Safety Self-Monitoring Checklist and Fire Risk Assessment.

The school will make arrangements to carry out a systematic and regular programme of monitoring and reviewing

of:

- All accident and incident reports;
- All advisory reports received;
- All termly audit reports (where appropriate);
- The annual audit reports;
- Progress on health and safety and fire action plans, policy and procedure updates;
- Other information about changes in requirements as they occur.

UK GDPR

Data will be processed in line with the requirements and protections set out in the UK General Data Protection Regulation.