Southerly Point Co-operative Multi-Academy Trust

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HEALTH AND SAFETY POLICY

Equality Impact Assessment

The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.*	✓
The EIA has not identified any conflict with the Trust's co-operative values or the Church Schools' values.	✓
Adjust the policy to remove barriers identified by the EIA or better promote equality.	✓

*Inclusive of protected characteristics

Provenance	**Date**
Working Party	May 2019
HR checks	
Union Consultation	Feb 2018
Staff Consultation	Oct 2020
Trustees Ratification	Oct 2020
Implementation	Nov 2020

Review Dates
June 2020: Interim Covid amendments made
October 2020: No changes except link for reporting accidents / incidents updated. Some temporary Covid amendments recorded separately
October 2021: Minor changes to terminology / persons with responsibility and risk assessment software but no substantial changes required.
October 2022: Change to Designated Health & Safety Trustee
October 2023

To be read in conjunction with:	**Educational Visits Policy** **Health and Well-Being Policy** **Lettings Policy** **Lock Down Procedures** **Managing Medical Conditions Policy** **Online Safety and Data Security Policy** **Physical Intervention Policy** **Safeguarding and Child Protection Policy** **SEND [Physical Disabilities] Policy** **Whistleblowing Policy**

Southerly Point Co-operative Multi-Academy Trust

HEALTH AND SAFETY POLICY

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AIMS

Children should be able to experience a wide range of activities. Health and safety measures should help them to do this safely, not stop them.

It is important that children learn to understand and manage the risks that are a normal part of life.

Common sense should be used in assessing and managing the risks of any activity. Health and safety procedures should always be proportionate to the risks of an activity.

Staff should be given the training they need so they can keep themselves and children safe and manage risks effectively.

Health and safety: advice on legal duties and powers; for local authorities, school leaders, school staff and governing bodies - February 2014

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/335111/DfE_Health_and_Safety_Advice_06_02_14.pdf

1. Statement of Health and Safety Policy

Southerly Point Co-operative Multi-Academy Trust:

1. Recognises its legal and moral responsibilities to persons who may be adversely affected by school activities.
2. Is committed to ensuring, by all reasonably practical means, the health, safety and welfare of its pupils, visitors, employees and contractors involved with the activities of the school. The school will seek to ensure that its legal duties and policy objectives are complied with at all times.
3. Will ensure all foreseeable risks associated with the school's activities will be identified and removed or controlled through a process of risk assessment and management.
4. Will ensure that all employees will be given such information, instruction and training as may be necessary to enable the safe performance of their duties.
5. Will seek to inform pupils, parents or carers of any health and safety issues relevant to their child or children.
6. Have detailed arrangements for health, safety and welfare in the organisation and arrangements associated with this policy statement.
7. Will ensure, as far as is reasonably practical, that this policy and supporting documents are kept up-to-date and reviewed annually.
8. Requires all staff to have read the policy and to sign annually to confirm that they have understood the policy and will comply with it.

Key Roles and Names

Health and Safety Trustee: Karen Bond
Estates Manager: Richard Coode / Richard Gibbons
Site Supervisor: Lee Johnson
First Aid Coordinator: Student Healthcare Champion(s)
Reporting Officer: Lee Johnson
Fire Officer: Lee Johnson
Fire Officer Deputy: Deputy Site Supervisor
COSHH Co-ordinator: Lee Johnson
Competent Health & Safety Advisor: Health, Safety and Welfare Team, Cornwall Council
Nominated call-out contacts: Lee Johnson, Richard Coode, Deputy Site Supervisor
Designated Minibus Co-ordinator [DMC]: Lee Johnson

2. Responsibilities

It is recognised that individuals and groups of individuals have responsibilities for health, safety and welfare in the school. The individuals and groups identified below are expected to have read and understood the school's policies and procedures for ensuring health, safety and welfare and to conduct their duties in accordance with them.

The employer is Southerly Point Co-operative Multi-Academy Trust. The employer has the ultimate responsibility and must ensure that there are arrangements in place for the health, safety and welfare of pupils, staff, visitors and contractors.

The Trust recognises that it must have access to competent health and safety advice. The Trust's competent advisors are the Health, Safety and Welfare Team, Cornwall Council.

2.1 Governance

The Trustees are responsible for ensuring that mechanisms and procedures are in place for health, safety and welfare. The Trustees will receive regular reports to enable them, in collaboration with the Central Team to prioritise resources for health, safety and welfare issues.

The Trustees have appointed a Health and Safety Trustee to receive information, monitor the implementation policies, procedures and decisions and feedback to the Trust Board on health, safety and welfare issues.

The Health and Safety Trustee will make spot visits to the school to check on any areas of weakness and provide a report to the Trustees.

Each school will have a nominated H&S Governor who will regularly review Health and Safety matters in the school and check that any actions have been followed through.

2.2 Awareness raising and reporting concerns

To ensure all potential concerns can be heard and arrangements reviewed, regular H&S reminders will be provided to staff alongside a reminder of how to report any concerns.

In Helston Community College, the Health and Safety Committee will meet at least termly and membership will comprise: Headteacher, Site Supervisor, First Aid Co-ordinator, Heads of Faculty as required, or representative, Union Health and Safety representative, and other staff members as required

In addition, on a rolling programme, a focus will be on key elements of Health and Safety as a reminder of aspects of the Policy. This will be through the College Bulletin, briefings and staff meetings.

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2.3 The Estates Managers

The Estates Managers have responsibility for:

- Ensuring that regular health, safety and welfare inspections are carried out.
- Submitting regular health, safety and welfare inspection reports to Trustees.
- Ensuring that any contractor appointed to deliver services or carry out work is competent to do so.
- Monitoring contractors to ensure that the Health and Safety Policy is complied with.
- Taking action where any contractor is found to be working in a manner which is considered to be unsafe.

2.4 Headteacher

The Headteacher has responsibility for:

- Day-to-day management of all health and safety matters in the school in accordance with the health and safety policy.
- Ensuring action is taken on health, safety and welfare issues.
- Passing on information received on health, safety and welfare matters to appropriate people.
- Carrying out accident investigations.
- Chairing the School's 'Health and Safety Committee'.
- Identifying and facilitating staff training needs.
- Liaising with the Estates Managers / Trust Executive Leader on policy issues and any problems in implementing the Health and Safety Policy.
- Co-operating with and providing necessary facilities for trades union safety representatives.
- Providing necessary facilities for all employees to be consulted on health and safety matters.
- Taking action where any contractor is found to be working in a manner which is considered to be unsafe.

Whilst responsibility for the above cannot be delegated, the function of carrying out these tasks can be delegated to other members of staff [e.g. the School's "Safety Manager"]. The Estates Team will carry out the inspections each term. The Trustee for Health and Safety will undertake spot visits to monitor the implementation of the policy.

In this School the following functions have been delegated to:

Function	Delegated to:
Day to day health, safety and welfare management	Head / Site Supervisor
Regular inspections	Estates Managers / Site Supervisor
Accident investigations	Head/Site Supervisor
Employee training needs	Head/Site Supervisor
Contractor Management	Estates Managers / Site Supervisor

2.4a Senior Leadership and Heads of Faculty

Senior Leadership staff and Faculty Heads have responsibilities for:-

Day-to-day management of health, safety and welfare in accordance with the Health and Safety Policy

Drawing up and reviewing Faculty procedures regularly

Ensuring that suitable risk assessments have been carried out for all activities where there is a significant risk

Carrying out regular inspections and making reports to the Headteacher

Ensuring action is taken on health, safety and welfare issues

Arranging for staff training, information and instruction

Passing on health, safety and welfare information received to appropriate people

Acting on reports from staff / the Headteacher

2.5 All Employees and Pupils

All employees have a general responsibility, as far as reasonably practical, to ensure the health, safety and welfare of themselves, pupils and others who may be affected by anything they do or fail to do. In particular, employees have a responsibility for:-

- Ensuring that pupils are aware of risk and behave appropriately
- Checking classrooms/work areas are safe
- Checking equipment is safe before use;
- Ensuring safe procedures are followed
- Ensuring protective equipment is used, when needed
- Participating in inspections and the Health and Safety Committee, if appropriate
- Bringing problems to the relevant manager's attention.

In addition, all employees have a responsibility to co-operate with the employer on matters of health and safety.

In relation to these general responsibilities, in this school, the Health and Safety information [H&S Policy; Fire evacuation procedure, risk assessments is kept on the Learning Portal Staff Area and AssessNET.

Every classroom displays an evacuation route map, fire evacuation notice and first aid notice.

All pupils are also expected to act in a responsible manner and comply with all health and safety procedures and instructions from staff.

2.6 Volunteers, Visitors and Supply Staff

Volunteers [such as parent-helpers, etc.] have a responsibility to act in accordance with the school's policies and procedures for health and safety, and to report any incident or defective equipment to a member of staff immediately, as advised on the visitor information sheet and supply teacher pack. Visitor information sheets should include: 'Should you see any dangerous or defective equipment or unsafe practice, please report it to the member of staff supervising your visit. Please adhere to any Health and Safety advice given to you whilst on site'. Similar health and safety advice should be added to Supply Teacher packs. Staff are responsible for supervising their visitors and ensuring they comply with Health and Safety.

Volunteers are also expected to act only under the supervision of a member of Trust staff

2.7 Health and Safety Concerns

Stakeholders have the right to refer matters on informally via reception or through the whistleblowing policy if they are not satisfied that any serious concerns they have have been addressed appropriately.

3. Organisation and Arrangements for Health, Safety and Welfare

The following pages contain the specific arrangements and organisational details for ensuring that the School's Health and Safety Policy is fulfilled.

3.1 Arrangements for Supervision of Pupils

Bespoke: Opening Times

Pupils are expected to be in School between 8.45am and 3.15pm on weekdays during term times. Pupils should not arrive on site prior to 815am and should not enter the school buildings until 8.30am unless there is inclement weather conditions. After School clubs and activities are supervised by staff or volunteers acting on the instructions of staff until 5.00pm.

Pupils are not allowed on site outside these times, unless attending arranged enrichment/intervention activities or special events, such as Open Evenings and Parent-Teacher Conferences..

School buses arrive after the majority of staff are on site and depart before most School staff leave. The North Site car park is closed between 3.00pm and 3.25pm to prevent traffic movement for the safety of the pupils going to the bus park.

For the added protection of pupils and staff, the School also operates a closed circuit television system.

Supervision arrangements

At break and lunchtimes, the School operates a supervision system including a staff duty rota, Lunchtime Supervisors and Post 16 pupils, and the Senior Leadership Team. Teaching staff are on duty before School starts, at break times and as the School closes. An annual duty rota and zoned map is drawn up and distributed.

Years 7 and 8 have designated outside play areas on South Site which are supervised at break and lunchtimes on a rota basis.

Years 9 and 10 have designated areas on North Site.

Year 11 have a designated classroom and are responsible for ensuring this is kept in an appropriate manner.

Years 12 and 13 [Post 16] have their own area in the Post 16 Centre and are responsible for ensuring this is kept in an appropriate manner.

On the occasion of inclement weather, designated rooms are allocated for year groups to use.

Pupils who miss their bus or lifts are to report to Reception for help and support regarding their safe return home.

During school holidays, the School will remain open during normal office hours, staffed by some administration and site staff. Pupils are not permitted to enter the buildings without being accompanied by a member of staff or authorised adult.

Any ex-pupils wishing to visit the School must make formal arrangements with a member of staff prior to the visit and sign in at Reception.

An Assistant Headteacher has responsibility for trips and visits.

All foreign / larger trips are to be signed off by the Educational Visits Co-ordinator, on behalf of the Headteacher. The Health and Safety Governor is expected to monitor these.

After School Lettings

Unless specifically agreed in the Letting Agreement, the School does not provide supervision of any groups using its facilities as part of a letting/hiring arrangement. Hirers must familiarise themselves with the Health and Safety arrangements for the school.

3.2 First Aid

3.2.1 Assessment of Needs

The School will ensure that we have the appropriate number of trained staff with first aid qualifications.

3.2.2 First Aid Co-ordinator

The First Aid Co-ordinator is responsible for overseeing the arrangements for first aid within the School. Duties include ensuring that:-

- first aid equipment is available at strategic points in the School [see attached list/plan] and is in date
- the correct level of first aid equipment is maintained in each first aid kit
- a sufficient number of personnel are trained in first aid procedures [see attached list]
- first aid qualifications are, and remain, current [e.g. First Aid at Work Certificates are valid for 3 years]
- First Aid kits are available to be booked for field trips and excursions.

The First Aid Co-ordinator will also regularly check first aid logs for indications of recurrent or frequently reported types of injury.

3.2.3 First Aiders

The first aiders will provide first aid treatment for anyone injured on site during the School day. They will also provide, as appropriate, first aid cover for

- trips and visits, as deemed necessary by the Education Visits Co-ordinator
- extra-curricular activities organised by the School [e.g. sports events, after school clubs, parents' evenings, School-organised fundraising events, etc.] as deemed necessary by the organisers of the events.

First aiders are responsible for ensuring that First Aid Logs are completed for all treatment given and that the necessary details are supplied for the reporting of accidents [see Reporting of Accidents Section].

The school is not responsible for providing First aid cover for:

- contractors
- events organised by third parties [fetes, evening clubs, etc]

However, in the event of an emergency, the school first aid team will support if on site

3.2.4 Treatment of Injuries

The School will rely on the knowledge and experience of its trained first aiders or advice sought from the First Aid Co-ordinator in order to administer appropriate treatment to injured persons.

Where there is any doubt about the appropriate course of action, the first aider will be expected to consult with the Health Service helpline:

NHS DIRECT 111

and, in the case of pupil injuries, with the parents or legal carers.

Emergency Situations

In emergency situations, the first aider will contact the First Aid Co-ordinator [or will instruct another member of staff] to call 999 and request that an ambulance and paramedics attend.

Other persons finding themselves responsible for a casualty should, if at all possible, contact the First Aid Co-ordinator or Reception to call an ambulance.

The person making the call to reception or the emergency services should provide the following information.

1. their own name and location, with a contact telephone number
2. the name and location of the casualty
3. the nature of the injury or condition of the casualty
4. a brief description of any significant detail, e.g. fall from height, head injury, ingestion of poison, dangerous situation.

Reception must be kept informed at all times as parents/carers and emergency services will make further enquiries via Reception.

Educational Trips/Visits

If the injury/illness takes place during a trip off site, the visit leader should contact the emergency services [if necessary]. They will contact the nominated emergency contact for the trip or Reception, who will contact the parent/carer. The visit leader's main responsibility is to care for the casualty and ensure the safety of the rest of the party.

3.2.5 Suspected head, neck and spinal injuries to pupils

In the event of a suspected head, neck or spinal injury to a pupil, in addition to the normal first aid procedures the pupil's parent/carer will be contacted and informed of the injury.

The attending first aider, in consultation with the parent/carer, will decide the appropriate course of action in each case. The first aider will ensure that treatment is not delayed by difficulties in contacting the parent/carer.

In any case, where there is doubt about the pupil's wellbeing, the first aider is expected to contact NHS Direct for advice or phone for an ambulance as described above.

All head injuries are recorded in the appropriate log and parents/carers advised to monitor the pupil's wellbeing for the next 12 hours.

3.2.6 Other Significant Injuries

Any other serious injury will be notified to the parents/legal carer by the quickest means possible [normally by phone].

In addition to the procedures above, the School will notify parents/legal carers of any other significant injury by way of

- Always a telephone call and/or face to face conversation
- A letter [head injury]

Records of notification by telephone to parents should be logged on the student's SIMS Communication Log, or in the student's electronic file.

3.2.7 Escorting Pupils to Hospital

If the situation requires a hospital visit and the parent/carer is not available and it is deemed an ambulance is not required, 2 members of staff can drive the child to the hospital. [Business Insurance must be in place.] When it is necessary for a pupil to be taken to hospital by ambulance, they will be

accompanied by a member of staff – unless the pupil's parent or carer is in attendance. The exception to this is in the case of the Air Ambulance, as staff are not then permitted to travel with the patient.

The member of staff may travel to the hospital in their own vehicle [rather than in the ambulance with the pupil] unless the pupil is overly distressed/confused. This decision should be made in consultation with the attending paramedics and the parent/carer if he or she is immediately contactable. The member of staff should ensure that they arrive promptly at the hospital to meet the pupil as they are admitted to casualty.

The member of staff will stay with the pupil until a parent or carer arrives and responsibility is "handed over".

4. Medicines in School [see Managing Medical Conditions Policy]

4.1 Storing and Dispensing

The school recognises that some pupils will, at some point, require medication during the school day or on organised school activities. The school follows Council and DfE guidance on managing medicines in schools and early years' settings. [https://www.gov.uk/government/uploads/system/uploads/attachment/data/file/306952/ statutory guidance on supporting pupils at school with medical conditions.pdf].

The school will dispense medication to pupils as long as:

- it is prescription medicine which has been prescribed by a medical practitioner with written instructions for its use, or
- it is non-prescription medication which has been supplied by a parent or carer with written instructions for its use

Other than above, the school does not keep or dispense any other medication other than salbutamol for use with the emergency asthma kit and epipen.

All requests for the dispensing of medication must be accompanied by a consent form completed, signed and dated by the pupil's parent or carer.

The First Aid Co-ordinator is responsible for receiving medicines, checking consent and dose information, checking "use-by" dates and dispensing medication.

The Senior Assistant Headteacher will deputise where necessary.

All medication will be kept in the Medical Room in a locked cupboard or fridge and in the conditions required by the medication supplier.

Medication may only be dispensed by the First Aid Co-ordinator or nominated deputy. A record will be kept of all medication dispensed [see below]. This should be witnessed and signed by another colleague [unless the school has a qualified Nurse].

Medication for personal use by members of staff must also be kept in a secure location. e.g. handbags, etc containing such items must be locked away and not be left in the classroom where pupils could gain access to them.

4.2 Medical Log

Consent forms will be kept in the Medical Log and will be kept for the duration of the pupil's attendance at the School.

The Medical Log will also contain a log of medications dispensed which will include:-

- name of pupil
- name of medication
- "use-by" date
- dose
- time
- date
- signature of dispenser
- comments/reactions

4.3 Emergency Asthma Kits and Epipens

The School's procedures for managing the use of the emergency asthma kit are based on Department of Health guidance:

Guidance on the use of emergency salbutamol inhalers in schools (publishing.service.gov.uk)

Staff authorised to dispense this medication have read the above guidance and have been given instruction in the recognition of the symptoms of an asthma attack and the appropriate procedures to follow.

The emergency inhaler contains salbutamol and will only be available to pupils who have been

- diagnosed with asthma and prescribed an inhaler OR
- prescribed an inhaler as reliever medication

Where Epipens are kept, they are only available to those pupils who have had them prescribed.

In addition, parental consent must be obtained for use of the emergency inhaler and emergency Epipen if one is kept on site. However, If a medical practitioner/paramedic advises the epipen/inhaler should be administered this will take precedence in all cases.

The emergency asthma kit and emergency epipen will be stored and managed in the same way as any other prescription medication following the procedures above.

See also the Trust's Managing Medical Conditions Policy.

4.4 Self-management of Medication

In certain circumstances, the school will allow pupils to manage their own medication. In each case this will be discussed with the parent/carer and appropriate health professionals and an assessment of risk will be completed.

The assessment of risk will include an evaluation of the risk to the pupil and others through inappropriate use of the medication, loss of the medication or failure to take the medication.

Post 16 pupils are permitted to bring off the counter medication to school if necessary, but it must be kept securely and must not be shared with anyone else.

4.5 Facilities for Medical Procedures

The school has provided a suitable place for the dispensing/application of medicines in the Medical Room. Where necessary, arrangements have been made for pupils with particular conditions and these are detailed in individual care-plans. This is where the First Aid Co-ordinator is based.

4.6 Off-site Activities

The School has a policy and procedure for off-site activities which includes the assessment of medical needs of all involved in the trip. Please refer to the Educational Visits Policy and Procedures.

5. Accidents/Incidents

5.1 Reporting Officers

The Reporting Officer is responsible for the logging and upkeep of the On-Line Accident Report. In their absence, this role will be fulfilled by the Deputy Site Supervisor.

Staff are required to report all accidents/incidents to the Reporting Officer within a reasonable timescale.

Pupils are required to report all accidents/incidents to a member of staff.

The Reporting Officer will record all incidents using the systems below.

5.2 Accident/Incident Reporting Systems

The School records all significant accidents and incidents using the Cornwall Council Online Accident Reporting System [AssessNET] and/or the school's accident log.

.For further guidance, see Appendix A

The Council Online Accident Reporting System will automatically forward a report to the Health and Safety Executive where the description of the accident/incident meets the criteria set out in RIDDOR.

The number of notifiable accidents are reported to Trustees via the Headteacher's and the Estates Managers' Termly Reports.

Any minor accident/incident which does not meet the external reporting criteria will be recorded in the School's Accident Log.

5.3 Near Misses

Where an incident occurs which could have resulted in injury [but did not], a record will be kept in a Near Miss Log.

The Near Miss Log is kept in reception.

The Near Miss Log will be reviewed periodically by the H&S Governor and by the Estates Managers in order to identify any areas of concern which may require attention.

5.4 Reporting Timescales

Pupils will report accidents/incidents to a member of staff straight away if possible and in any case on the same day as the incident.

Staff will report accidents/incidents to the Reporting Officer straight away if possible and in any case on the same day as the incident.

The Reporting Officer will complete the online report usually within 48 hours and in any case within 7 days.

5.5 Accident investigation

All accident reports will be seen by the Site Supervisor who will decide if an investigation is necessary. Investigation reports will be entered onto the On-Line Accident Reporting System. Significant incidents will be reported to the Headteacher, Estates Managers and the Health and Safety Trustee.

All on-line reports submitted via the Online Accident Reporting System are reviewed by the Health Safety and Wellbeing Services Team of Cornwall Council. If deemed necessary, the Health Safety and Wellbeing Services Team will carry out an independent investigation of the accident/incident.

6. Training

6.1 Identification of Training Needs

The School will carry out an evaluation of the health and safety training needs of staff. The Cornwall Council Training Matrix for Schools and Other Educational Establishments will be used as the starting point of this evaluation. See Appendix B

A prioritised plan for delivery of training will be put in place where the evaluation identifies a need.

The Headteacher is responsible for carrying out the evaluation of training needs and organising appropriate training via the Trust central team.

6.2 Staff Responsibilities

Staff must attend health and safety training provided by the School.

7. Risk Assessment

7.1 Risk Assessment

The School will seek to identify all hazards arising from activities and situations. Significant risks will be assessed and controls will be introduced to remove or reduce those risks.

7.2 Risk Assessment Process

The School will carry out risk assessments for all activities using the AssessNET

The Site Supervisor is responsible for managing the risk assessment process and producing relevant reports.

Copies of risk assessments are available from the Site Supervisor or on AssessNET

7.3 Staff Responsibilities

All staff are required to support the risk assessment process.

Staff identified with responsibility for activities are required to carry out or lead the risk assessment process for those activities.

Heads of Faculty are responsible for ensuring that the appropriate risk assessments are carried out for their specialist areas, where there is a significant risk.

7.4 Safe Working Procedures

Risk assessments will be used to develop safe working procedures which must be followed by all staff. These safe working procedures will form the basis of the School's normal operating procedures. Copies of safe working procedures will be kept in the Health and Safety files.

8. Fire

8.1 Fire officers

The Estates Managers are the Trust Fire Officers and are responsible for:

- Monitoring that a fire evacuation drill takes place at the beginning of the academic year and at least once every term [once per half-term where practical]
- Ensuring that a fire risk assessment is carried out and kept up to date
- Monitoring Fire Logs

The Headteacher/Site Supervisor is the School level Fire Officer and is responsible for:

- Recording the significant results of the fire evacuation drills
- Keeping fire logs up-to-date [arranging for alarm tests every week, emergency lighting every month, fire extinguisher checks, etc.]
- Reporting issues of significance to the Estates Managers
- Keep a log of fire safety training and arranging for staff training as appropriate

8.2 All Staff

All staff are responsible for ensuring that pupils and visitors evacuate in an orderly and timely fashion in the event of the alarm sounding.

Staff are also responsible for ensuring that they:

- Do not store combustible materials in escape routes or against sources of combustion
- Do not leave fire doors wedged open
- Do not misuse any equipment provided for fire safety
- Report any defect in equipment provided for fire safety
- Report any fire hazard.

Fire Officers have received training in fire prevention, the principles of fire safety, safe use of firefighting equipment and effective evacuation procedures.

Periodically Fire Officers will carry out inspections of their areas of the school to identify fire hazards and any other fire safety related issues. These inspections will be reported to the Fire Officer or senior member of staff for action.

Fire Marshalls have been assigned to assist with evacuating the buildings, these staff have received training in fire prevention, the principles of fire safety and effective evacuation procedures.

In the event of a fire, Fire Marshalls assist in the evacuation of the premises by:

Checking that their assigned areas have been evacuated [if it safe to do so]

Supervising and directing pupils and staff to areas of safety

8.3 Fire Fighting Equipment

Firefighting equipment has been positioned at appropriate positions around the site.

In accordance with the Regulatory Reform [Fire Safety] Order a number of staff have been given training in the use of firefighting equipment. However the priority is to get everyone out. rather than fight the fire.

8.4 Evacuation and Registration Procedures

The School's evacuation plans are attached. Plans of the school detailing fire evacuation routes are displayed in each classroom.

Fire Marshalls are responsible for checking and clearing the buildings. This is crucial due to having a split site.

Each teacher is responsible for taking their registers to the Fire Assembly points and checking against those present when the alarm goes off in lesson time. If the alarm goes off at break or lunch then classes should line up in tutor groups.

Staff registers will be taken by the secretary responsible for Cover to the Fire Assembly Point on South Site.

Reception staff will ensure that the log of staff/pupils, who have signed out of school, is available.

Reception staff will ensure a list of visitors and contractors is available to check.

Radio communications between sites will be used to identify people who are unaccounted for.

A member of the Senior Leadership Team will contact the emergency services if required.

Fire Officers will ensure all disabled people are safely evacuated. Personal evacuation plans are produced for all disabled persons by the DSL and copies provided to the Site Supervisor.

In the event of a need to evacuate the whole North Site campus, all staff and pupils will re-locate to South Site campus and vice versa.

9. Electricity

9.1 Testing

The Trust will undertake to inspect and test regularly ported portable electrical appliances and stage lighting by a competent person at least once per year. Less ported portable appliances will be inspected in rotation every 5 years .

All test certificates will be kept in the compliance folder on Google for the duration of the life of the appliance.

9.2 Personal Items of Equipment

Personal items of electrical equipment should not normally be brought into School for use by staff or pupils.

If a personal item is required to be used in school for a one-off type event then permission must be sought from the Headteacher or Site Manager and the equipment must have a current portable appliance certificate and be used with a residual current device.

Where possible, rechargeable battery type pieces of electrical equipment should be used.

9.3 Co-ordinator

The Site Supervisor and site team are responsible for keeping an up-to-date inventory of all relevant electrical appliances and for ensuring that all equipment is available for testing.

The Estates Managers are also responsible for ensuring that a whole School fixed wiring inspection is carried out every 5 years.

9.4 All Staff

All staff will visually inspect electrical equipment before use for obvious defects.

Defective equipment will not be used and will be reported to the Site Supervisor for repair/replacement. Repaired equipment must be re-tested before use.

10. The Control of Hazardous Substances

10.1 Hazard Assessment

All substances which may be considered hazardous to health under the Control of Substances Hazardous to Health [COSHH] Regulations have been assessed using the Cornwall Council's COSHH Assessment Process.

The exception to this is for substances and preparations used in Science – these substances and preparations are used in accordance with the Hazcards provided by the Consortium of Local Education Authorities for the Provision of Science Services [CLEAPSS].

A central copy of COSHH assessments is kept by the Site Supervisor and are available in the COSHH file. They have also been issued to the Heads of Faculty where relevant.

10.2 Staff responsibilities

Staff must not use any potentially hazardous substance without having first read the COSHH assessment [or Hazcard in Science] and plan around these to ensure safety in the classroom.

Staff must inform the COSHH Co-ordinator of any new hazardous substance purchased in order that an assessment can be made prior to use.

10.3 COSHH Co-ordinator

The Heads of Faculty for Science and Design Technology are responsible for ensuring that, before use, all substances/chemicals have a current COSHH assessment obtained from the Council, via the Site Supervisor.

The COSHH co-ordinator is responsible for ensuring that COSHH assessments are seen and understood by those staff exposed to the product/substance and are kept updated. The COSHH file must also be kept up-to-date.

In addition, any hazardous substances / materials being used by artists, crafters, etc. must have appropriate COSHH assessments before being used in the School.

The Estates Managers are responsible for ensuring that COSHH assessments are also obtained from contractors on site [both regular contracts such as cleaners and caterers and from builders, decorators, flooring specialists, etc] where persons may be affected by their use on site or the storage of such substances / materials may need to be controlled. This should include checking method statements/ working practice documents where there is a risk to others to ensure safe working practice on our sites.

11. Display Screen Equipment / Workstation Assessment

The Estates Manager] is responsible for overseeing the assessment of all display screen equipment [DSE] used by people at work [i.e. excluding pupil workstations] to ensure that it is suitable for the task and complies with legislation and the relevant British Standards.

Equipment

Appropriate DSE equipment will be provided as identified by workstation assessments.

Eye Tests for Display Screen Equipment Users

All Trust employees who are defined as display screen equipment [DSE] users are entitled to a free eye test and special glasses for use with DSE.

DSE users are defined as:-

- Employees who use display screen equipment as a significant part of their normal work; and
- Use DSE for continuous or near continuous spells of an hour or more at a time; and
- Use it in this way more or less daily; and
- Have to transfer information quickly to or from the display screen equipment; and
- A requirement to apply high levels of attention and concentration; or are highly dependent on DSE or have little or no alternative means of completing the work/task.

Employees should request details of how to apply for the free sight test from the Headteacher.

12. Control of Noise

Staff need to take reasonable action to control the noise levels within their working environment to prevent negative impact on those with hearing conditions and for those with conditions [e.g autism] where sensitivity to noise can be a significant issue. Where noise levels cannot be reduced, individual actions to support the person should be taken.

Reasonable steps will be taken, such a measuring sound levels in large gatherings [e.g. centrally held parents' evenings], and appropriate associated risk assessment, to reduce the potential impact of significant noise.

13. Work Equipment

The Site Supervisor will be responsible for overseeing the purchase of all work equipment.

All work equipment must be purchased from a reputable supplier for the type of equipment that is required.

Before purchase consideration must be given to

- the installation requirements
- the suitability for purpose
- the positioning and or the storage of the equipment
- maintenance requirements [contracts & repairs]
- training and use of the equipment.

Staff must not use new items of work equipment unless appropriate training has been given or undertaken.

14. Personal Protective Equipment

14.1 School Responsibilities

Personal protective equipment [PPE] must be supplied to control a hazard only as a last resort, i.e. where the hazard cannot be reduced to an acceptable level of risk by other means.

Where provided, the School has a duty to ensure that PPE is used effectively. Managers will be expected to monitor the use of PPE and enforce its use where necessary.

External contractors will supply their own PPE and are responsible for its proper use.

14.2 Assessment of need

The need for PPE will be determined during the Risk or COSHH Assessment process.

Where identified as necessary, PPE will be supplied to staff or pupils without cost.

Examples – eye protection, hearing protection, gloves, high visibility wear, helmets, footwear.

14.3 Purchase and Storage of PPE

PPE will be made available ensuring that it is of the correct type, is suitable for the purpose and of the correct size to ensure that the fit is comfortable for the wearer and takes account of any health or medical conditions. [Where specialist PPE is required we will refer to Health & Safety Services for advice].

In the case of all site staff, this will be the responsibility of the Site Supervisor. The relevant Head of Faculty will be responsible for pupils and staff.

In addition, these people will ensure that suitable arrangements are in place for the storage, cleaning and replacement of PPE. [Replacement PPE must be readily available at all times]

14.4 Responsibilities

When issued with PPE, persons are required to wear it at all times where identified by Risk / COSHH assessments, keep it clean, store it correctly and report any faults so that replacements can be provided.

15. Moving and Handling

Equipment and items will on occasion require moving or lifting. Ideally, this should be undertaken by the Estates Team or by IT technicians who are qualified to undertake these tasks. Staff who are required to do this on a more regular basis as part of their role must undertake training.

A risk assessment is available for more general reference by staff.

16. Working at Height [> 1m]

There will be occasions when teaching and support staff need to work above ground height. A generic risk assessment and code of practice safety guidance is contained in the Health and Safety for the relevant departments. The use of short steps or kick stools is allowed with reference to the above guidance.

The use of tall steps, ladders and scaffold towers is allowed **only** when the user has been trained to the industry standard.

17. Working Alone

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 will include members of staff working in the evenings, weekends or during the holiday in the School on their own.

In such circumstances, the School will assess the risk to these individuals using the AssessNET and will introduce suitable controls to ensure that all risks are minimised. A copy of the procedures introduced to control these risks will be kept in the **Health and Safety file.**

Any staff wishing to work outside normal School hours must have prior agreement/permission from the Site Supervisor and must have due regard for their own personal safety.This should include procedures being in place so that the individual on site keeps in contact with someone, or someone will take steps to contact the police should the individual not return at a given time.

18. School Security

The duty caretaker is the appointed person who is responsible for the security of the School at the end of the day by ensuring that doors, windows, skylights etc are secured.

Kestrel Guards Ltd is also responsible for carrying out checks of the premises out of School hours and during the school holidays.

The Estates Team is responsible for arranging that checks of the premises and general School and grounds security are carried out following contractor work during holiday periods.

18.1 School Staff/Governors Responding to Call-Outs

Staff nominated as out-of-hours key holders are sometimes required to attend site following the activation of the alarm. When they are called out they will not know what situation they will find and consequently systems need to be established which reduce the potential for them to be harmed.

It is considered that it is foreseeable that when attending a call out there is a potential for injury due to assault or as the consequence of an accident.

Lee Johnson, Richard Coode and the Deputy Site Supervisor are the school's nominated representatives who will respond in an out-of-hours call out.

The school will assess the risks to these individuals and introduce suitable control measures to ensure that all risks are minimised.

Call Out Arrangements

The school will introduce call out arrangements that will reduce the possibility of injury to staff and which ensure that if an incident occurs support will be provided.

The following are call out arrangements that will be considered by Lee Johnson, Richard Coode and the Deputy Site Supervisor depending on the circumstances.:-

Police attendance

In any call out situation it is preferable to meet the police at the site entrance or at the police station before travelling to the site. This ensures that there will be at least two people present on site with a direct link to support should it be required.

Or

Security Firm Personnel Attendance

Having a contract with a security firm who will respond to alarm activations without recourse to a school key holder or who will arrange for someone to meet and staff with the key holder whilst they check the site.

Kestrel Guards Limited

Or

Two Persons Attend

The school can implement a procedure whereby there are sufficient key holders to ensure that at least two persons will attend site together. The key holders could be staff members or hub councillors

Or

Lone Person Attends –.

If a lone representative attends the College, they will alert one of the other named representatives that they are attending. The lone representative will make a judgement when arriving on site as to whether to follow one of the other alternative call out procedures aforementioned.

The lone representative will keep the other representative aware of the situation to ensure that steps to contact the police can be taken should the lone representative not return at a given time. If there is a concern that there is a risk to harm either from a situation or from an intruder then the police are to be called or other emergency service.

A named representative should normally contact another named representative on arrival at site, at regular intervals whilst on site, when leaving the site and when arriving safely home.

A member of staff should not enter a building alone unless there is an urgent and important need to do so before assistance arrives.

No member of staff is expected to enter a building where it is believed that there is a significant risk.

Following an event the risk assessment and procedures should be reviewed and further controls implemented if appropriate.

19. Violence at Work

19.1 Zero Tolerance

Violence is not tolerated in this school. Action and the appropriate sanctions will be taken against the perpetrator of any violence towards staff, pupils or visitors to this school.

All staff, pupils and visitors have a responsibility to ensure that all are treated with dignity and respect and seek to avoid violence.

19.2 Violence towards Staff

Violence towards staff from other members of staff, visitors or members of the public will be reported to the police.

Violence towards staff, by staff or pupils, will be dealt with using the school's internal disciplinary procedures [which may include police involvement if appropriate].

19.3 Violence towards Visitors

Violence towards visitors will be reported to the police.

19.4 Violence towards Pupils

Violence between pupils will normally be dealt with using the school's internal disciplinary procedures [which may include police involvement if appropriate].

Violence towards pupils from members of staff, visitors or members of the public will be reported to the police and the LADO as appropriate

19.5 Responsible Person

The Headteacher is responsible for ensuring that all

- staff are aware of the policy and procedures for dealing with violent incidents
- staff have received instruction in procedures/techniques for avoiding violence at work
- staff are aware of the procedures for reporting violent incidents
- incidents of verbal and physical abuse are recorded

The School has guidance on the use of Reasonable Force in the Trust's Positive Handling Policy.

See Appendix C for the Trust's approach to managing aggressive parents, carers and visitors.

APPENDIX A

The Reporting and Investigation of Incidents

What Needs to be Reported?

If in doubt – report it!

Additional support available at: 01872 323138

Type of injury	Report on Line?	Phone to H&S Services ?
<u>Minor injuries</u> Any injury to anybody arising out of a work or school activity. This will include incidents which: • Occur during any organised work or school activity □ • Occur due to a defect in property or equipment. • Required first aid treatment This WILL NOT include very minor injuries. For example; injuries to pupils occurring in the playground such as bumps, scrapes & bruises are not included. A paper-cut to someone working in an office is not included, etc.	Yes	No
<u>Violent Incidents</u> Any instance of violence [physical or verbal] to an employee, trainee or contractor must be reported [regardless of whether an injury is sustained.	Yes	No
<u>Over 7 day injuries</u> Any injury to an employee, trainee or contractor which results in the injured party being unfit for normal duties for 7 or more consecutive days [excluding the day of the incident].	Yes	No
<u>Over 3 day absences</u> Any injury to an employee, trainee or contractor which results in the injured party being unfit for normal duties for 3 or more consecutive days [excluding the day of the incident].	Yes	No
<u>Hospitalisation of Non-Employees</u> Any injury incident to a person not at work [e.g. Pupil or Client] taken from the scene of the accident to Hospital or other Medical facility	Yes	No

Type of injury	Report on Line?	Phone to H&S Services ?
Specified Major injuries Any injury which meets the criteria for specified major injuries as set out in the schedule of RIDDOR [attached].	Yes	Yes
Death Death of anyone arising out of, or in connection with, any of the Council's undertaking.	Yes	Yes
Specified Dangerous Occurrences Any incident which meets the criteria for dangerous occurrences as set out in the schedule of Reporting of Injuries, Diseases and Dangerous Occurrences Regulations [Eg. A fire in a chemical store not related to the chemicals but not involving the chemicals.] If unsure, please consult the Estates Managers.	Yes	Yes
Specified Occupational Diseases Any incident which meets the criteria for an occupational disease as set out in the schedule of Reporting of Injuries, Diseases and Dangerous Occurrences Regulations	Yes	No
Near Miss Any incident that, while not causing harm, has the potential to cause injury or ill health. Currently near misses should be recorded in a near miss log held at the establishment and not recorded on line.	No	No

How Should Incidents be Recorded?

Incidents should be recorded on the AssessNET System. All schools should have a log in provided by the Health and Safety Team at Cornwall Council.

https://www.assessweb.co.uk/version3.2/security/login/

How Should Incidents be Investigated

Finding out how and why an incident occurred can provide valuable information to prevent a similar incident in the future.

Managers are expected to carry out preliminary incident investigations. In addition all incidents will be reviewed by a qualified Safety Professional and, if necessary, a detailed investigation will be carried out.

Where a Safety Professional carries out an investigation the employee will be given the option to invite a union representative to participate in the process.

If a Death, specified Major Injury or Specified Dangerous Occurrence occurs – make the area safe but try to preserve the scene of the incident as much as possible until you have contacted Health, Safety and Wellbeing Services – they will advise you of any further action required.

What about "Near Misses"

If an incident is reported to you where no-one was injured but there was the potential for serious injury you should investigate it as if it was an injury incident.

At the moment we don't record near misses on the corporate incident reporting system – so you need to keep a record locally. This information must be kept secure.

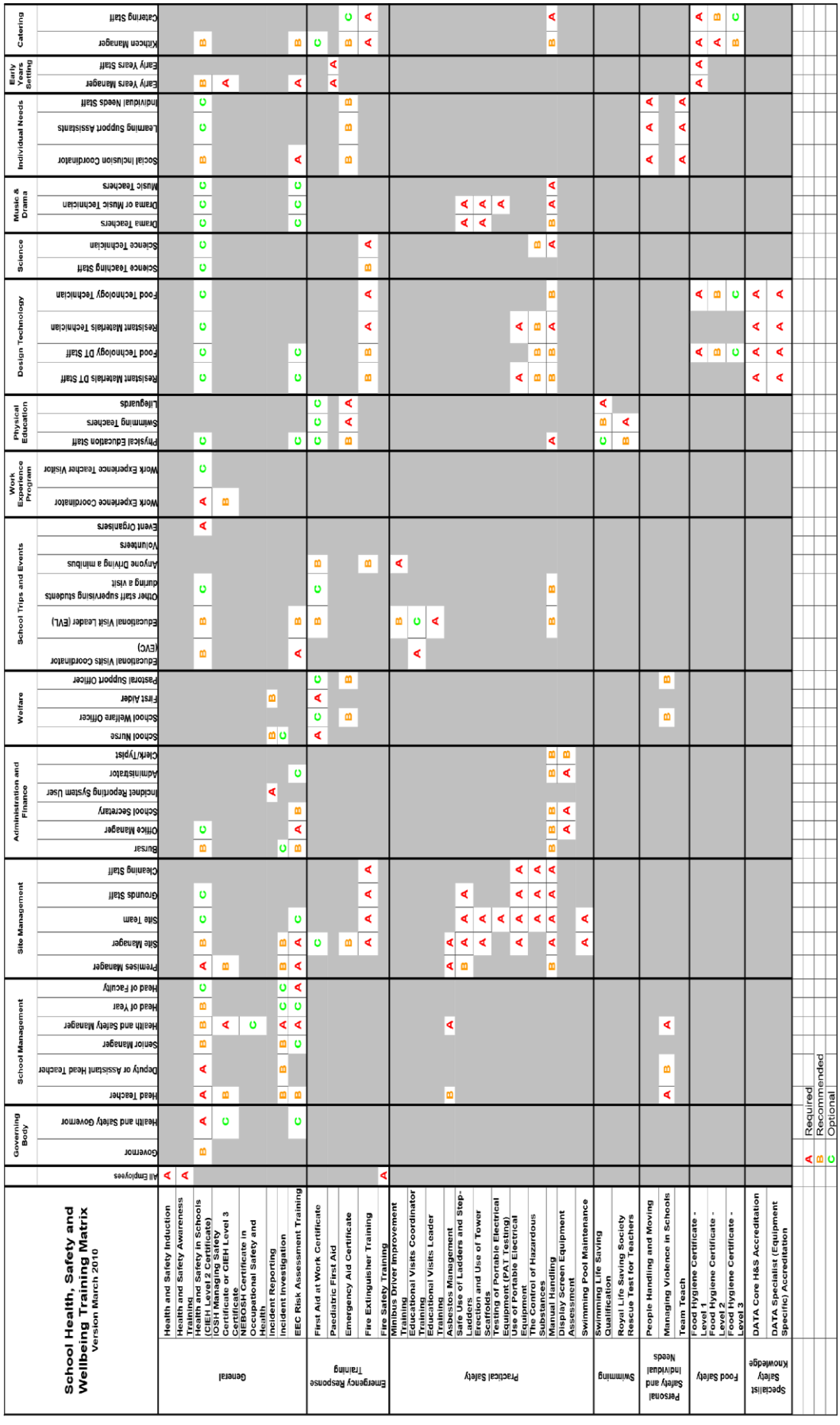
Specified Major Injury

Specified Major Injury to anyone at work arising out of or in connection with work.

Note: A "suspected" specified major injury must be treated as a specified major injury [i.e. if it is suspected that someone has broken their leg, the procedure below must be followed - even if, at a later date, it is discovered that the leg was not broken].

Condition	**Detail**
Amputation	Amputations
Bone Fracture	other than fingers, thumbs or toes
Burns	Serious burns [including scalding] which: A] covers more than 10% of the body; B] causes significant damage to the eyes, respiratory system or other vital organs
Crushing	Any crush injury to the head or torso causing damage to the brain or internal organs
Eye & Eyesight	Any injury likely to lead to permanent loss of sight or reduction in sight
Loss of Consciousness	Any loss of consciousness caused by head injury or asphyxia
Scalping	Any scalping requiring hospital treatment
Any Other Injury	leading to hypothermia, heat induced illness or unconsciousness; or requiring resuscitation; or requiring admittance to hospital for more than 24 hours

APPENDIX B SCHOOLS TO REVIEW MATRIX TO SEE IF A AND BS ARE COVERED



APPENDIX C

Managing Aggressive Parents [including Carers] and Visitors

Statement of Principles

The Trust actively encourages close links with parents and the community. It believes that pupils benefit when the relationship between home and school is a positive one.

The vast majority of parents, carers and others visiting our school are keen to work with us and are supportive of the School. From time-to-time, it is necessary for parents and the school to deal with problems relating to particular pupils. It is important that discussions between parents and staff are conducted in a calm and respectful manner. In the vast majority of such situations this is what happens, but on rare occasions, aggression and verbal and or physical abuse is directed towards members of school staff or members of the wider school community.

The Trustees expect and require its members of staff to behave professionally in these difficult situations and attempt to defuse the situation where possible, seeking the involvement as appropriate of other colleagues. However, all members of staff have the right to work without fear of aggression and abuse, and the right, in an extreme case, of appropriate self-defence.

Aggression, threatening behaviour and abuse against school staff or other members of the School community, including other parents and pupils, will not be tolerated. All members of the School community have a right to expect that their School is a safe place in which to work and learn. There is no place for violence, threatening behaviour or abuse in our Schools.

We expect parents and other visitors to behave in a reasonable way towards members of School staff and the wider School community at all times. The steps that will be taken where behaviour is unacceptable are outlined below.

Types of behaviour that are considered serious and unacceptable, and which will not be tolerated in relation to members of staff, and other members of the community include, but are not limited to:

- shouting, either in person or over the telephone
- swearing, either in person or over the telephone/email
- constant emails and/or phone calls which amount to harassment and intimidation, despite the School's best efforts to address a situation
- inappropriate electronic activity, including publishing abusive or inappropriate content with regards to the School, teachers or pupils on social networking websites such as Facebook and Twitter or in email communication
- hitting, slapping, punching, kicking or pushing
- physical intimidation, e.g. standing unnecessarily close to another person
- the use of rude or aggressive hand gestures, including shaking or holding a fist towards another person
- spitting
- breaching the School's security procedures

This is not an exhaustive list but seeks to provide illustrations of such behaviour. Whilst the use of such behaviour is unacceptable in all circumstances, the School is particularly concerned to protect its pupils from being exposed to such behaviour [whether or not directed at them].

Unacceptable behaviour may result in the police being informed of the incident.

Parental/Visitor Access to the School Premises

Normally parents/carers/those with parental responsibility and visitors are granted what is known as "limited licence" to visit the grounds and buildings of a school. Where there are serious concerns regarding the conduct of a parent/visitor, and possible staff/pupil safety, the Headteacher/Head of School can:

- initiate a meeting/dialogue with the individual
- write to the visitor, describing their misconduct, explaining its impact on the school and stating its unacceptability

- vary the person's "licence", say, through the addition of conditions
- warn of the possibility of a "ban" [i.e. the withdrawal of their licence] if the misconduct is repeated
- impose a ban with a review after a fixed period
- impose a ban without review

Procedure to be followed

If a parent/carer/visitor behaves in an unacceptable way towards a member of the school community, the Head Teacher and/or appropriate senior staff will seek to resolve the situation through discussion and mediation. If necessary, the school's complaints procedures should be followed by the parent. Where all procedures have been exhausted, and aggression or intimidation continue, or where the circumstances otherwise require it, a parent/carer or visitor may be banned by the Headteacher/Head of School from the school premises for a period of time, subject to review.

In imposing a ban, the following steps will be taken:

1. The parent/carer will be informed, in writing, that s/he is banned from the premises, subject to review, and what will happen if the ban is breached, e.g. that police involvement or an injunction application may follow.
2. Where an assault has led to a ban, a statement indicating that the matter has been reported to the local police.
3. The school's governance team will be informed of the ban.
4. As appropriate, arrangements for meetings at school regarding pupils, and arrangements for pupils being delivered to and collected from the school, will be clarified.

The school will, as appropriate, seek advice from the school's solicitors [and/or the Local Authority if necessary] to ensure fairness and consistency.