



**Cabot**  
Learning  
Federation

# Academy Health and Safety Policy 2024/2025

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**Academy Name: City Academy Bristol**

**Implementation Date: 1<sup>st</sup> July 2024**

**Version: 3**

### History of significant Policy Changes

Date	Page	Change	Reason for Change
September 2015	Whole Document	Style change of statement- paragraphs to bullet points, same intent Minor changes to reflect new structure e.g., change of sub-committee. Insertion of new role and communication channels re Compliance manager, highlighted in Principal and ABM responsibilities. Removed ABM chairing H&S committee changed to attend, as discussed	
October 2016	Whole Document	Review of Policy, update of roles and responsibilities	Cyclical review of policy
July 2017	Whole Document	Review of Policy, update of roles and responsibilities	Cyclical review of policy
August 2018	Whole Document	Review of Policy, update of roles and responsibilities	Cyclical review of policy
March 2019	Whole Document	To remove reference of ABM and change to Operations Manager	Change of Job roles
March 19	PG 9	Updated to reflect Compliance Health and Safety Officer support.	Introduction of New posts
March 19	Pgs. 12-14	Updated to reflect roles and responsibilities of Ops Managers/Site Managers	Update of roles and responsibilities following re-structure.
July 2019	Policy Statement	Inclusion of Reference to CLEAPSS (specialist national guidance) for Science, DT and Art	CLEAPSS provides specialist technical health and safety and curriculum support and advice on using high quality practical work to teach pupils science, design and technology and art.
July 2019	Policy Statement	Inclusion of management procedures for use and storage of Radio-active materials.	Compliance with Ionising radiation regulations, and recommendation from radiation protection advisor to report back to the board.
July 2019	2.3 People and wellbeing	Removed bullet point to be the forum to enable staff representatives and SLT of the academies to discuss higher level H&S issues	In practice this is undertaken in other forums e.g., Exec Team –JCC etc.
July 2019	Corporate Services Team	Reference to undertaking Due Diligence for new business opportunities	To undertake thorough Due Diligence checks on new proposed academies

July 2019	Pg13	Included to ensure staff undertake statutory online training completed, in Principals responsibility	CLF Requirement for Statutory Core training
July 2019	Pg 14	As above for Operations manager role, and general training for staff	CLF Requirement for Statutory training.
Sept 2020	Policy Statement	To include Covid 19	In response to management of global pandemic in line with Government guidance
Sept 2020	2.3 People and wellbeing	Additional Health and Safety Committee COVID	In response to the implementation and review of government guidance to ensure COVID secure workplaces.
June 2021	Policy Statement	Additional bullet point to reflect robust procedures centred around the introduction of hybrid working	Change to working practice
June 2022	Policy Statement	Further comment to demonstrate the same level of training, information and supervision is provided to individuals with language or disability needs	As part of EIA (Equality Impact Assessment)
June 2022	Policy Statement	Specific Covid 19 guidance has been replaced with general guidance around the management of infectious diseases	In response to government guidance
June 2022	Role and responsibilities	Standing down of the Covid 19 sub-committee	In response to the easing of Covid restrictions
June 2023	Policy Statement	Removal of reference to any future European Union legislation	The Retained EU Law (Revocation and Reform) Bill had its second reading in the Commons on 25 October 2022 and will catch the full range of health and safety regulations, which will automatically be repealed on 31 December 2023 unless ministers make specific decisions to save them.
June 2023	Policy statement	Addition of the word foreseeable	In the context of managing risk
June 2023	Policy Statement	Removed reference to spotty booklet (withdrawn) and replaced with UKHSA document	
June 2023	Policy Statement	Changed details of our Registered Radiation Protection Advisor	
June 2023	Organisational structure	Changed to reflect recent changes	
June 2023	Employee Duties	Inclusion of Near miss reporting	Raise profile
June 2023	Contracts	Change of M&E contractor	

June 2023	4.8	Added clarification around training other than mandatory training	Raise profile
June 2024	Policy Statement	Further comment on specific training for staff working in secondary DT department.	
June 2024	Policy Statement	Additional point to demonstrate the level of first aid and mental first cover is being managed.	Minor changes to the First Aid at Work Regulations which emphasise employers' responsibilities to take account of employees' mental health in their first-aid needs assessment.
June 2024	Role and responsibilities	Additional point to demonstrate the implementation of the CLF Fire Guidance document in all settings.	Raise Profile.

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## 1 Health & Safety Policy Statement

It is the policy of this academy to conduct its operations in such a manner as to ensure the health, safety and welfare of all its employees, contractors, clients, students, general public and others while working and studying on its premises and outside those premises on associated activities. Working to the Health & Safety at Work etc. Act 1974 and UK Statutory Instruments, as well as any future national health and safety legislation.

This policy supplements and operates in conjunction with the Cabot Learning Federation (CLF) Health and Safety Policy.

This will be achieved by:

- Creating and encouraging a positive and pro-active Health and Safety culture across the organisation.
- Identifying all foreseeable risks that may cause injury or harm to staff, pupils and visitors and identifying all control measures that are reasonably practicable are in place to avoid injury or harm. Ensuring that these risks and control measures are captured in risk assessments that are conducted and reviewed on a regular basis in accordance with CLF Risk Assessment process.
- Ensuring so far as is reasonably practicable, that all CLF premises provide a healthy and safe working environment, and that there are safe systems of work in place to provide this.
- Ensuring that as CLF introduce a hybrid working offer, for applicable staff on a more permanent basis. That robust mechanisms are in place and monitored for safe working practices to followed and implemented remotely.
- Ensuring so far as is reasonably practicable that all CLF premises are continuing to follow the base line measures to reduce transmission of infectious diseases. These being:
  1. Adequate levels of ventilation, windows regularly opened and Co2 monitoring in place.
  2. 'Catch it, bin it, kill it' approach
  3. Clean hands thoroughly more often than usual with sanitiser and or hand washing with soap and water
  4. Encourage unwell students and staff not to attend the academy
  5. Encourage staff and students to take part in annual Flu and Covid vaccinations campaigns
- Ensuring any outbreak of infectious diseases (including Covid 19) is managed by following the advice published in Infectious disease and childcare settings, plus additional advice provided by UKHAS.
- To ensure that the safety standards prescribed are adhered to both on CLF premises and for offsite activities.

- Providing safe access and egress to the premises at all times.
- Ensuring staff receive appropriate and applicable up to date training, information, instruction and supervision, this will be made accessible for all staff including individuals with language or disability needs.
- Ensuring arrangements are in place to provide the safe use of, handling of, storage of and transportation of all articles and substances.
- Ensuring suitable and sufficient work equipment is available and maintained, and that the appropriate personal protective equipment is provided for use of such equipment as required.
- Providing access to adequate welfare facilities which include, but not limited to, toilets, adequately warm environment, staff room, and drinking water.
- Ensuring that when staff operate on behalf of CLF an assessment of the significant risks specific to the activities or tasks will be made. All reasonably practicable measures will be put in place to manage those risks and ensure the activities, or tasks can be conducted in a safe manner.
- Ensuring that all Secondary academies' access, reference and follow the specialist advice and guidance provided by CLEAPSS. CLEAPSS guidance and documentation is recognised by the Health and Safety Executive and the Department for Education as providing current best practice advice, including model risk assessments to the Academy and college setting for specialist curriculum areas Science, DT and Art.
- Ensuring staff working in a secondary Design and Technology departments, including those in food technology, have obtained the necessary training certified by the Design and Technology Association (DATA)
- Ensure there are robust management procedures embedded for the use and storage of radioactive materials used in science. CLF are registered with the Health and Safety Executive for Secondary academies to hold small amounts of radioactive materials used in science. To hold these and be compliant with the Ionising radiation regs 2017, to ensure each academy has a trained RPO-Radiation protection officer (Trained every 5 years) and that CLF appoint an Independent RPA-Radiation protection Adviser (contracted via Tony Butterworth University of Bristol Radiation Protection Adviser (RPA2000 Certificate No. 00001838).
- Ensuring good and clear communications and consultation with/to all parties, including safety representatives of the recognised teacher unions, on all information related to health and safety and the management requirements of this, to comply with Safety Representatives and Safety Committees Regulations 1977.
- Monitoring compliance and good practice of health and safety, and where issues arise, ensure appropriate consultation and action is taken.
- Ensuring that all third-party contracts and services awarded across the CLF, be that centrally or by individual establishments, have a consistency of approach and thorough vetting of the contracts to achieve legal compliance. To then ensure that all contracts let are monitored for compliance.

- Regularly updating the Risk Register to ensure it is a working document that continually highlights and mitigates as far as is reasonably practicable any identified risks.
- Recognising the benefits of automated external defibrillators (AEDs); the CLF will install equipment in all facilities where they are confident that capacity and skills currently available are sufficient to secure those benefits. The CLF is committed to working towards achieving this in all locations.
- Ensuring an adequate number of staff are trained in both first aid and mental health first aid, with numbers based on each settings first aid assessment.

Whilst day to day management of health and safety can be delegated to the academies, the ultimate and overall responsibility for ensuring a safe and healthy environment lies with the CLF Board.

All Academy Councils, Principals and Academy staff must familiarise themselves with the contents of this statement, the organisational structure, and arrangements. The health and safety manual available on CLiF should be referred to as a source of safety information and guidance.

Employees have a legal duty to act in a safe manner and not to endanger themselves or others by their actions. All health and safety procedures must be communicated to staff as required. Staff are encouraged to be proactive in developing and maintaining a healthy and safe working environment and to report health and safety concerns to their line manager or through the appropriate reporting procedures.

It is the belief of this academy that a positive health and safety culture is of significant benefit to the good performance and safety of the whole academy. We aim to encourage, support and develop a positive and proactive approach for students, through risk education and awareness. The organisational structure named below will ensure that sufficient resources (including financial) are available so that the policy and its arrangements can be implemented effectively.

This policy and our health and safety standards will be under continual review in the interests of continuous improvement. Formal amendment to this policy will be conducted annually or as necessary to reflect changes in the academies strategy, UK or EU law. Any changes will be brought to the attention of all staff.

### **Principal**

Name: Ben Tucker

### **Chair of Academy Council**

Name: Ruth Pickersgill



## **2 Equalities Impact Assessment**

An equalities Impact Assessment has been carried out. The assessment concluded that there was no adverse impact identified for any groups of people with protected characteristics. The full equalities Impact assessment can be obtained from Jo Crickson

## **3 Organisation Structure**

Principal: Ben Tucker

Senior Operations Manager: Lucy Ware

Facilities Manager: Donna Stark

Our academy recognises the need to identify organisational methods for implementing and managing the health and safety of all persons who work within this academy, any off-site activities, each associated or subsidiary company, and anyone who visits these premises.

CLF understands the Health and Safety at Work etc. Act 1974 places ultimate and overall responsibility for health and safety with the CLF Board of Directors. The following is an outline of duties and responsibilities that have been assigned to CLF Board of Directors, Audit Committee, Executive Team, People & Wellbeing Executive Group, Corporate Services Team, Academy Councils, Academy Councillors', Principals, Operations Manager, Facilities Manager and academy staff.

## **4 Roles and Responsibilities**

### **4.1 CLF Board of Directors**

The Board of Directors, as a corporate body, has the responsibility to set the strategic direction and objectives of all health and safety matters across the CLF. The board is responsible for ensuring that high standards of corporate governance are maintained. It exercises its powers and functions by addressing such matters as policy and strategic development, adopting an annual plan and budget, monitoring the CLF safety management systems, managing the corporate risk register and making strategic decisions about the direction of the CLF. The overall aim is to ensure a positive health and safety culture is established and maintained throughout.

The Board must ensure that all reasonable steps have been taken to reduce the possibility of accident or injury to staff, students and visitors. CLF Sub-committees, the Executive Team, Principals and Senior leadership teams, Academy Councils and any relevant Project Steering Group will keep the Board informed of all developments relating to health and safety matters and will include such matters in a health and safety report.

The CLF Board of Directors responsibilities are:

- To ensure that each Board Member accepts their individual role in providing health and safety leadership for the CLF.
- To ensure the Board formally and publicly accepts its collective role and responsibility in providing health and safety leadership for the CLF.
- To ensure the Board's decisions reflect its health and safety intentions as articulated in the CLF health and safety Policy statement.

- Ensuring an overall CLF health and safety strategic development plan, including key targets, is implemented and undertaken with engagement from all members of the Executive Team.
- To receive regular and thorough updates in relation to the strategic development plan and associated actions.
- To warrant that all external and third-party contracts that are awarded across the CLF have a consistency of approach, the required levels of competence and ensure legal compliance. Any successful contracts awarded by the CLF must have been appropriately vetted for health and safety, financial and equality standards and other measures deemed appropriate.
- To ensure every academy has an Academy Council established in accordance with the CLF Articles of Association. To ensure the Academy Council is chaired by a member nominated by the Board and includes a designated Health & Safety Councillor.
- To ensure that each academy has an operational Health and Safety committee.
- To provide and ensure an informed, proportionate and prioritised risk management system for the CLF is implemented and monitored, in order to assess the risks to pupils, staff and others affected by school activities in order to identify and introduce the health and safety measures necessary to manage the risks, this will include any reasonable adjustments to be considered to allow staff and pupils to work safely.
- To ensure annual health and safety targets and initiatives are recorded and published across the CLF.
- To ensure effective accident and near miss reporting and investigation procedures are in place across the CLF.
- To ensure monitoring of compliance contracts throughout the CLF is undertaken and suitable reports are provided to the Executive Groups e.g., mechanical and electrical statutory inspections, fire risk assessments, asbestos surveys, water hygiene monitoring. This includes those academies under the BSF scheme.
- To ensure there is an effective business continuity plan in place for each CLF premises.
- To ensure there is an emergency plan along with emergency procedures in place for the safe evacuation of all CLF premises.
- To confirm that there have been no instances of material irregularity, impropriety, lack of integrity or negligence of health and safety statutory instruments across the CLF and associated or subsidiary companies.
- To review the CLF health & safety annual report.

#### **4.2 Audit Committee**

The Audit Committee must:

- Review the CLF risk management practices and procedures and ensure appropriate action plans are in place.

- Ensure progress of internal and external audits.

#### **4.3 People & Wellbeing Executive Group**

The People and Wellbeing Group are responsible for Health and Safety and they must:

- Receive a progress report on individual academy findings, issues and progress to date from CLF Head of Health and Safety
- Implement spot checks on a specific target area for consistency of approach and compliance.
- Ensure there are effective and adequate formal internal and external communications on health and safety across the CLF.
- Ensure the CLF health and safety strategic development plan is implemented.
- Ensure there are systems in place to gather data, record and publish annual health and safety targets and initiatives across the CLF.
- Ensure suitable and sufficient monitoring, reviews and recommendations of all health and safety management systems across the CLF is warranted and implemented.
- Ensure contingency emergency arrangements and business continuity plans are in place to enable CLF strategic and education operations to continue in line with statutory requirements.

#### **4.4 Executive Team**

The Executive Team must support the implementation of health and safety across the CLF by:

- Implementing and reviewing policies.
- Considering the impact of health and safety in all strategic and operational decision making.
- Implementing ways in reducing the likelihood of people being harmed by CLF activities.
- Appraising findings and appropriate actions from health and safety audits, compliance audits, inspection audits, Reporting of Injuries Disease and Dangerous Occurrences (RIDDOR) reports.
- Ensuring systems are in place and adhered to in order to minimise the likelihood of enforcement action, penalties and prosecutions.
- Working alongside Principals to manage and monitor an informed, proportionate and prioritised risk management system for the CLF, ensuring that all risk assessments are completed and reviewed in accordance with CLF Risk Assessment processes.
- Ensuring there is an emergency plan with procedures for the safe evacuation of a CLF premises.
- Be the point of contact for feedback and progression for the academies and academy health and safety Committees should any issues arise.

- Provide two-way feedback in monitoring and review of operational health and safety issues, and feedback from and to the academy health and safety committee.
- Monitoring the structure, attendance, schedule and agenda of the academy health and safety committee.

#### **4.5 The Director of Facilities and Estates**

The Health, safety and Estates teams, working with the Director of Facilities and Estates must:

- Manage the Risk Management process across the CLF.
- Update and recommend for approval the CLF Health and Safety Policy and produce an academy level Policy for adoption by academies.
- Produce an annual health and safety strategic development plan.
- Provide expert advice and guidance to CLF staff regarding health and safety issues.
- H&S officers to undertake regular Health and Safety audits and other monitoring/support visits in each academy.
- The H&S officers to support the production of audit action plans in collaboration with Operations Manager.
- To work with the Operations Manager to action the points raised within the audits, and record rectifications to close/ manage the issue identified.
- Review the status of health and safety across the CLF ensuring appropriate action is taken where areas of weakness or concern are identified.
- Undertake and feed into the Due Diligence process for new business opportunities.
- Lead the development and delivery of effective and robust health and safety processes and services across the CLF including Risk Assessment processes.
- Support action as required following any health and safety incident.
- Implement an effective accident reporting and investigation procedure across the CLF.
- Ensure all relevant internal and external stakeholders are involved/participate in key health and safety activities and processes to ensure the development of robust and appropriate systems.
- Maintain the central health and safety records and use them to inform the audit programme.
- Arrange statutory training in health and safety matters.
- Create and publish health and safety related communications through news items to support the knowledge and skills of staff with health and safety responsibilities across the organisation.

- Engage specialist advisors when required and work with them on specialist activities such as asbestos, fire risk assessments etc.
- Oversee the process for contractor selection via Pre-Qualification Questionnaire (PQQ).
- Oversee the mechanical and electrical statutory compliance contract, Catering and Cleaning contracts.
- Gather data, record, monitor and provide reports on the effectiveness of the health and safety systems to the People and Wellbeing Executive Group and CLF Board.

#### 4.6 Academy Council

The Academy Council will support and drive a positive health and safety culture by ensuring all health and safety considerations are embedded within their routine business. The Academy Council will appoint a Health and Safety Councillor and ensure a Health and Safety Committee is established within the academy. The Principal or Operations Manager will chair the committee and influence and ensure there is key representation from senior academy staff and staff groups. The purpose and objectives of the committee are to be clearly defined and the committee must meet a minimum of three times per year. They are to receive an annual report on Health and Safety from the Committee. They will ensure via their own meetings and those of the H&S committee that:

- In co-operation with the CLF Board and Principal, the Health and Safety Policy reflects the status of the academy, and that the policy is regularly reviewed, revised and new arrangements are implemented, as and when necessary.
- Risk Assessments are undertaken for any activity that has significant associated risks and that a written record of these assessments is kept and reviewed annually or as change occurs, in accordance with CLF Risk Assessment processes.
- Where practically possible sufficient resources are allocated and authorised within the academy budget to meet statutory procedures and standards for health and safety.
- When awarding contracts, health and safety is encompassed in specifications and contract detail.
- In accordance with best practice, health and safety inspections of the academy site are carried out and recorded.
- Testing, maintenance, servicing and auditing is carried out in accordance with best practice and in line with current legislation. This includes, but is not limited to, asbestos management, fire risk assessments, water hygiene management, radioactive sources. Mechanical and Electrical testing and maintenance.
- There are effective arrangements in place for business continuity.
- There is an emergency plan with procedures for the safe evacuation of the academy in place.
- The academy meets and adhere to the UK Statutory Instruments, as well as any future National Health and Safety Legislation. Offer advice as required.

- The academy is following the procedures for off site visits and is using the Evolve system for the management and approval of offsite activities. Also, that the Academy have a trained Educational Visit Co-ordinator managing the Evolve system and submitting all trips.

#### **4.7 Principal**

The principal is responsible and accountable for the implementation and compliance of this Health and Safety Policy within the academy.

The principal has responsibility for:

- Working together with the Senior Leadership Team and Academy Council to advise on any safety guidance or procedures that need to be introduced, to ensure the Health and Safety Policy and procedures are implemented and complied with.
- Ensuring a positive health and safety culture is encouraged and developed within the academy.
- Ensuring effective health and safety management arrangements are in place for carrying out statutory requirements, regular inspections, surveys, risk assessments, implementing actions and submitting inspection reports to the Academy Council and other agencies where necessary including those relating to asbestos, Fire, Water hygiene, audits etc.
- Ensuring there are effective arrangements in place for business continuity along with an emergency plan and procedures for the safe evacuation of the Academy. The emergency plan and/or relevant emergency procedures are effectively communicated to all staff, contractors, volunteers, visitors, other members of the public and where applicable, emergency services and the Local Authority.
- Ensure the academy has adapted the CLF Fire guidance so it is specific to the setting. This document will outline the measures to manage fire risks for employees, students, visitors, volunteers, and contractors. This will be accomplished by taking precautions to prevent fires and by establishing procedures for fire prevention. This will include conducting regular fire evacuation drills (x 3 per academic year) and safety inspections, as well as ensuring all staff complete fire awareness training.
- Ensure the policy and other appropriate health and safety information is communicated to all staff including contractors.
- Ensuring the impact of health and safety is considered in all strategic and operational decision making.
- Ensuring health and safety investigations are carried out a by competent person/s.
- Ensuring all staff have had an induction, have undertaken statutory online training, are provided with adequate information, instruction and training applicable to their roles and are competent to carry out their roles.
- Working with the Operations Manager to ensure a Health and Safety Committee is established with key representation from senior academy staff and staff groups. The chair will be the Principal or the Operations Manager. The H&S Committee Terms of Reference are adopted,

and key objectives of the committee are identified. The Committee must meet a minimum of three times per year. An annual report is to be presented to the Academy Council.

- Ensuring consultation arrangements are in place for staff and their trade union representatives (where appointed) and recognising the rights of trade unions in the workplace.
- Ensuring appropriate systems are in place to make certain the premises, plant and equipment are maintained in a serviceable and compliant condition.
- Reporting to the Health and Safety Manager any hazards which cannot be rectified within the establishment's budget.
- Ensuring an up-to-date Trips and Visits Policy is in place which provides clear guidance for staff. Ensure EVOLVE, the online system for the planning, approval and management of educational visits, extra-curricular activities are used without exception and all Cat C trips have been approved in good time by the CLF Health and Safety Manager. To ensure risk assessments for the activity are undertaken, and suitable and sufficient action plans and procedures are implemented. Ensure information and arrangements to parents/carers of pupils is communicated effectively. Reference: National Guidance for the Management of Outdoor Learning, Off-Site Visits.

The principal may undertake or delegate certain tasks to appropriate senior staff or managers within the academy. It is to be clearly understood by everyone concerned that the delegation of certain duties will not relieve the principal from the overall day-to-day responsibilities for health and safety within the academy.

#### **4.8 Operations Manager (OM)**

The OM has responsibility for:

- Working with the Health safety officer to ensure the academy meets and adheres to the UK Statutory Instruments, as well as any future National Health and Safety Legislation as advised by CLF Health and Safety Manager.
- Developing and implementing, with the support of the Health and Safety Officer relevant action plans based on risk assessments, outcomes of meetings, audits, inspections and emergency arrangements.
- Ensuring all staff have had an induction, have undertaken statutory online training, and any other Health and Safety training applicable to an individual's role. The ops manager should refer to the training matrix as a guide. That staff are provided with adequate information, instruction and training and are competent to carry out their roles.
- Working with the H&S Officer to implement effective arrangements for business continuity along with an emergency plan and procedures for the safe evacuation of the academy.
- Investigating and reporting all serious incidents and liaising with appropriate persons as necessary. Understanding the legal time frame for reporting RIDDOR Accidents to the Health and Safety Manager.

- Working with the Principal to ensure a Health and Safety Committee is established with key representation from senior academy staff and staff groups. The H&S Committee Terms of Reference are adopted, and objectives of the committee are identified. The Committee must meet a minimum of three times per year. The operations manager or Principal to chair all Health and Safety committee meetings. An annual report is to be presented to the Academy Council.
- In conjunction with the Finance Manager, to monitor purchasing to ensure compliance with the CLF Financial Regulations and CLF Health and Safety Policy.
- To receive conformation from the site Manager to ensure there is a systematic and methodical system for the inspection and servicing of workplace equipment within the academy, of both specialist and non-specialist areas.
- To oversee adherence of the effective management and monitoring all statutory requirements, compliance contracts, asbestos management, fire risk assessments, water hygiene management, management of radioactive sources and all other maintenance service agreements carried out at the academy. This should be undertaken with guidance from the Estates Team.

This will work differently within a BSF school but will require a degree of oversight and management to ensure the BSF contractor is compliant.

- Work with the site manager to ensure that the academy Asbestos Building Logbook which contain the asbestos register and the Asbestos Policy & Management Plan are maintained and available as required. Ensuring the correct staff attend annual asbestos awareness training.
- Ensuring that ahead of a refurbishment or building project you communicate and work with the Estates- Projects. Building projects must comply with the Construction (Design and Management) Regulations 2015(CDM). Ensuring that all structural/construction/refurbishment works undertaken by the Academy are notified by the Site Manager in good time.
- Ensuring appropriate local procedures are in place for the management of contractors on site and that the contractor's logbook is implemented and followed.
- Ensuring appropriate action to identify and manage any hazards arising out of contractors work or activities undertaken. Provide any appropriate health and safety information to contractors' e.g., asbestos register and logbook, underground services, floor loading, safe working loads, academy activities.
- Ensuring all staff are made aware of the contents of the Health and Safety Policy and their responsibilities within it.

#### **4.9 The Facilities Manager**

The Facilities Manager at each academy should work in conjunction with the Operations Manager for all matters relating to health, safety and welfare within the scope of their duties.

The Facilities Manager's responsibilities are to:



- Rectify defects and hazards that they identify or have been brought to their attention. Communicate with the Operations managers on any significant areas.
- Ensure local practices are followed and be responsible for contractors when they enter the academy to undertake contractual work, maintenance, servicing. This should include all health and safety matters, a mini induction to site, proportionate to the size and scale of the works, and where required to issue any required permit to work;
- Ensure the implementation of the contractor's logbook is in place and followed.
- Notify the Projects and Contracts Manager of any planned Hot Works so the CLF Insurers can be notified.
- Review written risk assessments and method statements (RAMS) for all intended works before the work commences.
- Familiarise themselves with all relevant information, surveys, inspections, statutory and compliance findings, and where relevant ensure the operation's manager is updated for actions to be considered, authorised and implemented.
- Ensure the day-to-day management of asbestos containing materials in accordance with CLF procedures and guidance is adhered to.
- Ensure that ahead of a refurbishment or building project commencing the academy seek advice/guidance from the Estates Team - Projects. Building projects must comply with the Construction (Design and Management) Regulations 2015(CDM). Good communications with the Operations manager must be maintained.
- Ensure that all site staff, including cleaning and catering staff, are equally aware of the Academy Health and Safety Policy and that they are aware of any arrangements of the policy that affects their work activities e.g., storage arrangements, materials, equipment, and hazardous substances.
- Implement a systematic and methodical system of servicing, inspecting, maintaining and checking workplace equipment within the Academy, for non-specialist areas e.g., Gym equipment, Playground equipment, DT equipment, bleacher seating etc.
- Ensure asbestos information is provided to all relevant contractors to enable them to plan and undertake their works without risk of exposure to asbestos fibres. To ensure that the building logbook, containing the asbestos register is referenced and understood, updated and permit to work issued. To obtain a signature from contractors evidencing site of the asbestos register/survey
- Attend CLF annual asbestos and site team training.
- Ensure competency of all contractors appointed by the academy to undertake work or activities on the site. All contractors must have completed the PQQ process ahead of works commencing. They must support the CLF's commitment to safeguarding children and have appropriate DBS certificated staff, or where the DBS status of contractors is not known ensure that they are supervised by authorised member of academy staff whilst on site.

- Undertake and co-ordinate the emergency procedures relevant to them and their team, as detailed in the emergency plan.
- Undertake required checks of safety systems, e.g., Fire alarm, fire doors, firefighting equipment, smoke detectors, water temperatures, flushing of little used outlets etc. as legally required and defined within the CLF PPM& Statutory compliance Guide.
- Undertake inspections and rectifications of site security, secure fencing. To ensure the intruder alarm is operational and tested.
- Ensure that all academy vehicles are maintained and inspected by VOSA, and that section 19 permits are in place and the procedure monitored.

#### **4.10 Vice Principal/Head of Year/Line Managers**

This group are responsible for the health and safety of all staff, workplaces and activities under their control. To achieve this, their duties include the following:

- Develop strong, positive health and safety attitudes among those staff reporting directly to them.
- Ensure a positive health, safety and welfare awareness culture is developed and actively encouraged with all students.
- Apply the Academies Health and Safety Policy to their own department or area of work. Be directly responsible to the Operations Manager for the application of the health and safety procedures and arrangements to all staff and students.
- Ensure regular health and safety risk assessments are undertaken in High-Risk departments and for those activities for which they are responsible and that control measures are implemented and shared with all staff.
- Maintain, or have access to an up-to-date library of relevant published health and safety guidance from sources including CLEAPSS, AfPE etc and ensure all staff are aware of and make use of such guidance.
- Ensure that appropriate safe working procedures are brought to the attention of all staff under their control.
- Resolve any health, safety and welfare problems members of staff refer to them. Inform Principal/Operations Manager of any problems if they cannot achieve a satisfactory solution within the resources available to them.
- Carry out regular, or termly inspections of their areas of responsibility to ensure that equipment, furniture and activities are safe and record these inspections as required. Arrange for the repair, replacement or removal of any item of furniture or equipment that has been identified as unsafe.
- Checking the adequacy of fire precautions and procedures in liaison with the Operations Manager. Ensure a copy of the Fire Action Notices and assembly point(s) are prominently displayed in all rooms and areas for which they are responsible.

- Ensure, so far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and pupils to avoid hazards and contribute positively to their own health and safety.
- Establish acceptable housekeeping and safe storage standards in all areas of their responsibility.
- Develop a training plan that includes specific job instructions and induction for new or transferred employees. Ensuring that the training needs of their staff are monitored, and training opportunities made available. Making known to the Operations Manager any identified training needs.
- Ensure all accidents (including near misses) occurring within their department are promptly and correctly reported and investigated.
- Implement emergency procedures that are relevant to their department or activities, within the academy.
- Be familiar with the academy Asbestos Building Logbook and Asbestos Register and do not undertake any works which may disturb asbestos containing materials. Report any concerns to the Site Manager/Operations Manager immediately.

#### **4.11 Teaching Staff, Supply Staff and Cover Supervisors (See also 2.11 Other employees' duties)**

This group are responsible for the health and safety of themselves, other staff and pupils, and activities under their control. In order to achieve this, their duties include the following:

- Ensuring that a positive health, safety and welfare awareness culture is developed, actively encouraged and reinforced with all students.
- Implementing the health, safety and welfare procedures for students at a level appropriate for their requirements. Ensuring that these procedures are explained so they can be easily understood.
- Carry out safety briefings and refer to specific risk assessments especially before any hazardous or high-risk activities and lessons. Seek information on any special safety measures that must be adopted in their own areas of responsibility and ensure that they are adhered to.
- Ensuring that all students and supply teachers are aware of the general health and safety requirements of the academy and the detailed requirements or arrangements for activities relevant to them.
- Ensure, so far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and pupils to avoid hazards and contribute positively to their own health and safety.
- Exercise effective supervision of students and maintain an awareness of emergency procedures in respect of fire, Lockdown, first aid, accident or incident reporting.
- Setting an example by personally following safe working practices.

- Ensuring that where necessary, the appropriate personal protective equipment is available, in good condition and used. Ensure any other identified safety measures in the risk assessment are implemented.
- Ensuring that all electrical equipment is visually checked before use, and not left on and unattended.
- Reporting to their Line Manager any defects in equipment or identified inadequacies in procedures.
- Where any defect renders the equipment potentially hazardous, it should be isolated and clearly labelled 'awaiting repair', until repaired or replaced.
- Integrating all relevant aspects of health and safety into the teaching process and if necessary, giving special lessons e.g., the use of equipment in technology lessons.
- Highlighting any training needs deemed necessary to fulfil their role to their line manager or head of department.
- Establish good housekeeping and safe storage standards in all areas of their responsibility.
- Ensure they are familiar with the emergency procedures and arrangements within their work area e.g. First aid accidents, fire, lockdown etc.

#### **4.12 Other Employee Duties**

Under the Health and Safety at Work Act etc. 1974 all employees have general health and safety responsibilities. Staff must be aware that they are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions.

All employees have responsibility to:

- Take reasonable care for the health and safety of themselves and others in undertaking their work.
- Comply with the CLF and Academy's Health and Safety Policy and procedures at all times.
- Report all accidents incidents and near miss incidents in line with the academies reporting procedure.
- Report all defects in relation to the condition of premises or equipment and any health and safety concerns immediately to their line manager. Using the defect reporting system PARAGO.
- Report immediately to their line manager any shortcomings in the academy's arrangements for health and safety.
- Co-operate with the academy's management on all matters relating to health and safety.
- Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare.

- Inform the academy's Senior Leadership Team if something happens that might affect their ability to work e.g., suffering an injury, taking prescribed medications that could affect them, penalty points on a driving license, pregnancy.
- Ensure that they only use equipment or machinery that they are competent / have been trained to use.
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons.
- Ensure they are familiar with the emergency procedures and arrangements, within their work area e.g. First aid accidents, fire, lockdown etc.

#### **4.13 Student Services**

Student Services have a responsibility to:

- Complete accident reports in respect of all incidents affecting staff, students and other persons on site.
- Immediately inform the Operations Manager of all serious accidents or incidents.
- Notify the Operations Manager of all RIDDOR reportable incidents immediately of the incident occurring.

#### **4.14 First Aiders**

Staff, who are competently trained will be appointed as first aiders and will receive refresher training as required.

- First Aiders will be required to ensure that they have a fully stocked in-date First Aid kit at their normal place of work to enable them to respond effectively to any notified incident.
- They will ensure appropriate forms are completed e.g., accident forms (on line system);
- If an ambulance is called the Operations Manager will be notified as this is to be reported to CLF Health & Safety Teams a possible RIDDOR incident;
- Staff must familiarise themselves with and follow the CLF First Aid Policy.

#### **4.15 Trade Union Representatives**

Trade union representative will be encouraged by the academy to:

- Fulfil their duties.
- Attend any appropriate training.
- Consult regularly with the Health and Safety representatives on Health and Safety matters.
- Inspect the establishment in accordance with the agreed trade union procedures.

#### **4.16 Education Visit Co-ordinator (EVC)**

- Be a champion for all aspects of visits and outdoor learning.
- Challenge colleagues across all curriculum areas to use visits and outdoor learning effectively in order to provide a wide range of outcomes for children and young people and contribute towards school/establishment effectiveness.
- Support/oversee planning via the Evolve Management System, so that well considered and prepared arrangements can lead to well-managed, engaging, relevant, enjoyable and memorable visits/outdoor learning.
- Ensure that planning complies with the CLF's requirements and that the arrangements are ready for approval within agreed timescales.
- Support your principal in approval decisions so that all those with responsibility have the competency to fulfil their roles.
- Ensure that each activity is evaluated against its aims for learning and development, that good practice is shared, and any issues are followed up and comply with statutory and employer's requirements.
- Keep your Senior Leadership Team and Councillors informed about the visits/outdoor learning taking place and its contribution to school/establishment effectiveness.

#### **4.17 Students**

- All students must adhere to the procedures and policies at the academy e.g., Pupil Behaviour Policy, E-Safety Policy.

## HEALTH AND SAFETY POLICY ARRANGEMENTS FOR

### City Academy Bristol

Detailed below are the arrangements for ensuring that the aims and objectives of the school's Health and Safety Policy are implemented, to secure a safe and healthy working environment. The Academy needs to ensure the guidance fits the Academy's policies, procedures if it is to be appropriately used.

#### **Law Poster**

The Health and Safety Information for Employees Regulations requires the Academy to display an approved law poster in a prominent position or to provide each of their employees with an equivalent leaflet. The poster or leaflet outlines health and safety law and explains what both employers and employees must do to keep the workplace safe. Contact details are also provided if employees want advice or have concerns about their safety at work. The law poster is displayed in a number of locations in the Academy.

#### **Accident Reporting, Recording and Investigation**

All accidents should be reported to the Principal. All accidents should be recorded on an online accident report form. You can find a link to the online accident report form [here](#)

Any accidents which are reportable under the Reporting of Injuries Diseases and Dangerous occurrences Regulations (RIDDOR) will be actioned by the Senior Operations Manager.

Fatal or major injuries must be reported immediately to your local H&S Compliance Officer and an accident form completed. When necessary, parents / carers or other persons should be notified of the pupil's accident.

Details of all accidents are brought to the attention of the Academy Health and Safety committee, where they are discussed and trends can be identified. If required, measures to prevent reoccurrence will be implemented.

Dangerous occurrences, diseases and or dangerous 'near misses' must also be reported immediately by telephone to Jo Crickson or your local H&S Compliance Officer.

## Asbestos

City Academy was built in 2003 so this is not applicable.

## Contractors and Visitors

All visitors and contractors must report to the main reception. Visitors will be signed in by a member of the Estates team and be given an identity / visitors badge and a health and safety leaflet, and have an induction in accordance with the Contractors Log Book and issued with a 'Contractors

Authorisation to Work'. On leaving the site all visitors and contractors will be required to sign out. Contractors will inform the member of the Estates team of the work / actions that have been carried out and any further work that is required.

All contractors are required to go through the Pre-Qualification Questionnaire Process PQQ which included DBS letter of assurance checks and be issued with a Contractors Pack. The list is regularly updated and is available online. In the unlikely event of any works being undertaken (usually urgent works) by a company who has not gone through the PQQ process, the Academy should seek the advice of the Health and Safety department who will ensure the contractor is competent by way of questioning:

- What experience they have in this type of work and seek recommendations, if appropriate
- What are the contractor's health and safety policies and practices?
- Have they had any recent accidents?
- What are their emergency procedures and first aid arrangements?
- What accreditations, membership of trade body, qualifications the contractor has achieved
- Has an independent organisation assessed their safety arrangements e.g. Exor or Contractor Health and Safety Assessment Scheme (CHAS)
- Have in date CRB checks been undertaken for employees working within the school
- What is their selection process for sub-contracting work, if appropriate?
- Do they have in date Public Liability Insurance and Employers Liability Insurance and what are the limits of the cover?
- Do they have safety method statements for the work activities?
- Do they have safety policies and safety record systems?
- Has the contractors any references from other Academy projects.

Essential safety matters must be agreed in writing by way of risk assessments and method statements, and extra care taken in assessing competence and defining the work. Before the contract is placed, there may need to undertake pre-contract investigations / discussions based on the work, such as asbestos surveys, ground surveys, etc.



In addition, when contractors arrive on site to commence work the academy will ensure the following:

- That all relevant staff will be informed of the works being carried out and the areas that are likely to be affected, as well as the duration and timing of the works.
- Any changes to the work activities will be discussed with the principal site staff and or Operations Manager. Any changes affecting timing, or health and safety will be looked at and action taken, where necessary.
- Any contractors, sub-contractors or self-employed persons must be provided with and familiar with any local safety rules, as well as the schools Health and Safety Policy.
- A contractor's performance is monitored during their works and if staff or contractors believe there to be a detrimental effect to health and safety, appropriate corrective action or improved procedures is taken. The emphasis must be to stop any unsafe activity until the academy are satisfied with the health and safety practices or procedures.
- Specifically, hazardous works e.g. hot work, working in areas that contain asbestos and working at height are governed and monitored via a 'permit-to-work' system issued by the academy.

#### **COSHH (Control of Substances Hazardous to Health)**

An inventory of all hazardous substances used on site is compiled and reviewed regularly.

All regularly used products will have material safety data sheets (MSDS) to accompany each product.

The arrangements for the delivery of hazardous substances to the Academy are managed by the Facilities Manager or Senior Operations Manager. Deliveries of hazardous substances are planned for outside the academy academic hours and are temporarily stored in reception or immediately moved to the appropriate location.

Any new products that are brought into the academy that have a hazard warning symbol and there is a 'significant' risk of harm from the product in its use, miss-use, quantities or storage will require a risk assessment to be undertaken.

Details of products used by the caretaker / site staff are kept by the Facilities Manager with a copy provided in each cleaning cupboard / site staff area.

Any decanted substances should clearly display the product name, information, dilution rates and safety information.

If applicable, cleaning contractors are expected to have their own COSHH procedures and arrangements that will dovetail into the school's arrangements.

If applicable, the Science, D & T and Art departments will have their own departmental procedures and arrangements for the storage, use, handling and production of hazardous substances. Reference should be made to particular Science, D&T or Art Health and Safety Policies

### **Radioactive Sources**

We have no radioactive sources

### **Defect Reporting Procedures**

All staff have a responsibility for their own and others health and safety and are therefore responsible for ensuring that any defective, damaged, poorly maintained or untested equipment is brought to the attention of the Estates team via the Estates email or directly to the Facilities Manager or Senior Operations Manager so that remedial action can be taken.

Any faulty equipment must be taken out of use and if appropriate isolated and labelled 'Do not use'. Information about the faulty equipment should be brought to the attention of Estates team via the Estates email so it can be logged, actioned and monitored.

### **Display Screen Equipment (DSE)**

The academy has a duty to undertake risk assessments of the workstations of staff who habitually use a computer or laptop. A 'user' is defined as a member of staff who habitually uses display screen equipment as a significant part of their normal work. Significant is taken to be continuous / near continuous regular spells of an hour at a time e.g. admin staff, bursars.

For 'users' a DSE assessment should be carried out by their line manager or as a self- assessment.

DSE assessments will be reviewed annually; or where equipment changes, or office layouts change or when there are staff changes.

Those staff identified as DSE 'users' shall be entitled to an eyesight test for DSE use, every 2 years by a qualified optician paid for by the academy (and corrective lenses if required specifically for DSE use).

For further information please refer to the CLF DSE user guidance available on CLiF and access DSE Nimble and DSE Home Working Nimble courses.

### **E-Safety**

E-Safety is recognised as an essential aspect of strategic leadership in the Academy and the Principal, with the support of Governors, aims to embed safe practices into the culture of the school. The Principal ensures that the E-safety Policy is implemented and compliance with the policy is monitored.

### **Electrical Equipment (Fixed and Portable)**

Any electrical faults should be reported immediately to the Operations Manager, Premises Manager, or through the hazard reporting procedures. Any faulty fittings (e.g. cracked sockets etc.) should be isolated and labelled for repair.

Portable appliance testing is carried out by qualified electricians or competent staff.

Portable appliance testing is carried out annually or on a risk assessment bases dependent upon the type of equipment and the environment it is used.

Staff have been informed that they should not bring electrical items in from home unless they are new or a recent portable appliance test (PAT) has been undertaken.

The PAT register is kept on the Graham FM Cloud. During the testing, all defects are either repaired or removed, labelled defective and stored in a secure area.

The fixed electrical installations are inspected every five years or 20% testing per year over a 5-year period.

Electrical socket outlets must not be overloaded. Staff must have a basic understanding of electrical safety to ensure they do not overload electrical circuits.

Where it is necessary to use extension lead this must be only as a temporary measure. Extension leads should be fully unwound.

Hirers of the academy facilities / rooms, contractors and visitors must ensure that any electrical equipment they bring in to the Academy must have an appropriate portable electrical test and be safe to use. Random checks of electrical equipment may be required to ensure compliance with this arrangement.

### **Expectant or new mothers**

Should any of the school's staff become a new or expectant mother the Academy will take steps to ensure their continued health and safety at work. A new and expectant mothers risk assessment will be completed with 'one to one' discussions and a formal agreement, wherever possible, with the expectant or new mother to reduce their exposure to work related hazards. Whilst the academy has a responsibility to undertake this risk assessment, they will receive guidance from CLF HR. A form is available via the HR SharePoint.

## **Fire and Emergency Procedures**

The Academy has separate Fire Guidance (an outline of your academy fire procedures, a template of this can be found in the H&S manual on SharePoint).

The responsible person is the Principal.

The assembly point(s) is the 3G Pitch

Fire wardens are teaching staff and any support staff in charge of a group of pupils / students.

The roles and responsibilities of fire wardens are provided in a separate document and have been provided to relevant staff.

Fire warden training has been provided by First Attendance and is also available on Nimble and should be undertaken every 3 years.

Each week the alarm will be tested by a member of the Estates team to ensure that it is effective. Manual break glass points from different zones should be used to trigger the alarm to ensure that all break glass or other points (such as emergency door release buttons) are in working order. Details should be recorded in the Fire Safety Log Book.

Fire drills must be carried out three times a year to enable everyone to become familiar with the evacuation procedure. Details should be recorded in the Fire Safety Log Book.

The fire extinguishers and emergency lighting are formally inspected annually by First Attendance. Weekly and monthly checks are undertaken by a member of the Estates team. Details are recorded in the Fire Safety Log Book.

The Fire Safety Log Book is kept in the reception. Full and detailed records are kept of evacuations; call point testing, alarm system servicing, firefighting equipment checks etc.

Emergency exit routes have clear pictorial signage.

Emergency exit routes should be free from obstructions.

Final exit doors must be unlocked whilst there are people in the building.

The use of display materials or pupils Academy work along emergency exit routes should be controlled.

Decorations, display materials or pupils Academy work must not be placed near temporary heaters, suspended light fittings or obscure fire signage, exits or call points.

All visitors spending any length of time in the Academy should be made aware of emergency evacuation arrangements in the event of a fire.

The location of mains isolators and explosive substances such as gas supply pipes, butane gas cylinders, highly flammable substances should be known and recorded.

Should the emergency fire services attend the Academy in the event of a fire, the Responsible person must be informed of all relevant information.

The fire authority should be made aware if any persons are not accounted for, location of asbestos containing materials, chemical store rooms, gas and electricity supply.

**If you discover a fire: -**

Activate the nearest fire alarm call point. On sounding the alarm, the fire brigade will be summoned.

All staff, pupils and visitors must leave the building immediately. Assembly point(s) have been designated and all staff must ensure they know the location of the assembly point.

Nominated persons (Fire Marshalls) carry out any previously arranged duties, such as sweeping a particular area while on their way to the assembly point.

Report to the person in charge at the assembly point and provide them with all relevant information about the location, nature of the fire and if there are any persons still in the building.

**Action on Hearing a Fire Alarm**

Teacher or responsible adult will supervise children leaving the building by appropriate exit

Proceed to assembly point in the 3G Pitch

Walk quickly – Do not run

Keep calm

Do not stop to collect any personal belongings

Registers will be taken to the assembly points by the receptionist and distributed to teachers for roll call

If the fire brigade has been called there must be clear access to the site by emergency services

Please refer to the Fire Guidance and Fire Procedures for further advice and guidance

**First Aid**

The details of the First aiders who hold the nationally recognised qualifications are displayed in various locations in the school building. These named persons are qualified to administer first aid to casualties.

Notices giving details of whereabouts of first aid facilities will be displayed at appropriate sites. The First Aid room is located on the first floor at the front of the building.

First aid boxes are located in the following points:

- The first aid room
- The sports hall
- Main reception
- All subject offices
- Kitchen
- Family Support office
- Inclusion office

The Medical Officer ensures that there are sufficiently stocked first-aid boxes and they (or another nominated person) ensure that the contents of the first-aid boxes are replenished as and when necessary. First aid boxes do not contain any medication, tablets creams or ointments.

If the first aider or Principal considers it necessary, the injured person will be sent directly to hospital (normally by ambulance). Parents and/or guardians will also be informed. No casualty should be allowed to travel to hospital unaccompanied and an accompanying adult will be designated in situations where parents/guardians cannot be contacted.

The procedure for the completion of incident/accidents records will be followed. (See Accident, Reporting, Recording and Investigations arrangements)

Staff are trained and have an awareness of suitable PPE for scenarios based of the PPE matrix.

Remedial first aid in high risk areas (such as science/DT) can be undertaken by a non-first aider whilst a first aider is making their way to the incident.

Please refer to the First Aid Policy for further advice and guidance.

### **Glass and Glazing**

It is the responsibility of the Facilities Manager to arrange or carry out a glazing survey of glass in 'critical locations' around the school. Action any findings.

### **Infectious Diseases**

Reference the latest Public Health England 'Guidance on infection control in schools and other childcare setting' and other guidance can be viewed and downloaded at <https://www.gov.uk/government/publications/infection-control-in-schools-poster>

A paper copy of this guidance is held in reception.

The Academy has procedures that will protect against blood borne viruses and infections that may be transmitted via blood or body fluids. Bio hazard disposable packs or other facilities / products for dealing with blood or bodily fluids is held in the First Aid Room and the Estates office.

If the academy has an increase in the number of infectious diseases cases, the Senior Operations Manager will alert the CLF Health and Safety officer who will call the local Public Health England Centre to seek further

advice and if required complete a Public Health England Integrated Care Pathway document. (To establish your Public Health England Centre go to [https://www.gov.uk/health-protection-team.](https://www.gov.uk/health-protection-team))

Refer to the PHE guidance the spotty booklet available in the Health and Safety Manual on CLiF

Regulations require all clinical and biohazard waste to be segregated and collected by an approved licensed clinical waste contractor.

### **Kiln**

Staff are trained and competent to use the kiln and a risk assessment for the kiln is displayed in the kiln room along with operating and emergency procedures.

The kiln is inspected annually by Celtic Kilns via Grahams M&E contract.

Personal protective equipment in the form of thermal gloves are available and located in the kiln room.

### **Sports/Lettings**

All lettings must be approved by the Principal/Governing Body.

Conditions for lettings are set out on the Letting Form / Letting Agreement which must be completed accordingly. The Letting Form / Letting Agreement can be obtained from the Facilities Manager.

Details of the school's emergency contact details are provided to the hirer.

Emergency procedures and arrangements are in place and both parties must be aware of individual responsibility in the event of an emergency.

Hirers risk assessments may be requested.

Adequate insurance is required from any hirer.

The hirer must inform the academy of any damage, equipment failure or faults with the fabric of the building.

Please refer to the Lettings Policy for further advice and guidance

### **Lone Working**

The Academy has recorded a lone working risk assessment and there are recorded procedures for key lone workers to remain safe.

## **Manual Handling**

Staff must: -

Avoid hazardous manual handling operations so far as is reasonably practicable.

Expectant mothers must undertake manual handling activities in a safe manner.

Staff who have medical conditions and or have recently received surgical operations must not undertake any unsafe manual handling activities.

Staff are required to assess any unsafe / hazardous manual handling operations.

Staff, whose main duties do not include manual handling but could be expected to carry and lift certain items, would benefit from suitable information and training.

Staff must ensure they are physically capable of safely completing a manual handling task.

A manual handling risk assessment should be carried out and recorded on all those handling activities that may pose a risk of injury to Academy staff. They do not need to be recorded if it could be easily repeated and explained at any time because it is obvious; or the manual handling operations are quite straightforward, of low risk, are going to last only a very short time, and the time taken to record them would be disproportionate.

When staff are required to handle goods (stock, furniture) that may be hazardous, they must have received suitable and sufficient training, know how to carry out safe manual handling including good handling technique, use mechanical aids whenever possible, undertake team manual handling when required.

## **Medication**

Please refer to the Medications Policy for further advice and guidance

## **Gym Equipment**

All staff should check the PE apparatus before use.

Faults or defects to equipment will be reported to the Estates Team via the Estates email or the Facilities Manager or the Senior Operations Manager.

The PE equipment is inspected annually by SE Sports and a record of the inspection is kept in the Facilities Manager Office.

The Academy has a risk assessment for the gym activities and equipment.



### **Personal Protective Equipment**

Personal Protective Equipment (PPE) will be provided free of charge where it is identified as a control measure.

The equipment needs to be fit for purpose and appropriate with other PPE.

The Head of Department or Line Manager is responsible for periodic checking of the equipment and for ensuring the equipment is worn by the employee or pupils when required.

Staff members are responsible for ensuring that they use PPE where it is provided.

Suitable and sufficient signage will be displayed for the use of PPE.

Pupils and staff will be provided with information, instruction and supervision when there is a requirement to wear PPE as a control measure.

### **Risk Assessments**

Risk assessments are completed for all activities where there is a foreseeable risk of injury or harm occurring.

Risk assessments are available for staff to view and are held on the shared drive and in a folder located in the reception office

Blank risk assessment forms can be found on SharePoint (Projects and Compliance, Shared Documents).

Each department should have a copy of the risk assessments relevant to them.

Staff are involved in the adoption, review or amendment of risk assessments.

All staff must make themselves aware of the risk assessments applicable to their roles and activities. They must highlight any requirements for a review, amendments or additions to risk assessments.

Risk assessments will be reviewed annually as a minimum or after a significant change/incident occurring

A specific risk assessment for expectant mothers will be undertaken.

All Academy trips or learning outside the classroom activities will have recorded risk assessments. (See Academy trips section).

Every off-site visit taking place after Academy hours, of a medium/high risk or for residential will be assessed.

## **Safeguarding**

The Academy Council fully recognises its responsibility under the Education Act 2011 and the Safeguarding Vulnerable Groups Act 2006 to safeguard and promote the welfare of children and to work together with other agencies to ensure adequate arrangements within our Academy to identify, assess, and support those children who are suffering harm.

The Academy has a Safeguarding Policy that is reviewed annually

The Academy DSL is Catherine Hickey

The Local Authority Designated Safeguarding Officer is Nicola Laird

The Multi-Academy Trust Designated Safeguarding Officer is Steve Bane.

All staff have received routine safeguarding training and information.

## **Academy Trips/off site activities**

The Academy has an Academy Trips Guidance that was last reviewed in September 2022.

The named competent person nominated as Educational Visits Coordinator (EVC) is Lucy Ware.

Activities will be led by Group Leaders who will take responsibility for ensuring that where necessary pre-site visits are made and they will complete the necessary risk assessments before departing.

The Academy uses the EVOLVE on-line system for Academy trips. Category A, B and C trips will be completed via the EVOLVE system. The EVC will be provided with all relevant information and risk assessments for Academy trips or off-site visits.

For Category C trips the Principal will 'sign off' the trip. (Reference to the Schools Trip Policy should be made.)

Category C trips are sent to the Health and Safety Advisors via Evolve for approval 6 weeks prior to trip departure.

Pupils will be briefed about the off-site visit, together with expected behavior rules.

Staff will be fully briefed about the off-site visit.

Adequate staff to pupil ratios will be assessed.

Parents will receive relevant information about the off-site visit and the requirements of the parents to provide suitable and sufficient clothing, refreshments or other facilities.

Advice from the SENCO/ DSL is sought if applicable for individual pupils.

Volunteers on any off-site visits will be provided with a briefing of their roles, safeguarding issues and be provided with relevant information from the risk assessment, or a copy of the risk assessment.

All volunteers and staff will be DBS vetted.

Please refer to the Academy Trips Guidance for further advice and guidance

### **Academy Transport / Minibus**

Not Applicable at current time.

Please refer to the Academy Minibus Guidance for further advice and guidance

### **Smoking**

The Academy is a non-smoking site and there is a no smoking / no vaping policy.

### **Staff Consultation**

The Academy Council, through the Principal, will make arrangements for full and proper consultation with employees on health and safety matters.

There is no requirement to have a union health and safety representative at the school. If a person wishes to represent staff, they should have been employed by the Academy for the preceding two years or have enough experience in similar employment. The Safety Representative and Safety Committees Regulations 1977, as amended, has detailed information on what the law requires employers to undertake when consulting staff on health and safety matters.

## **Wellbeing**

Councillors will include workplace stress and wellbeing as part of the risk assessment process identifying areas of concern e.g. workload, emergency call out, job security etc. and implement appropriate control measures, so far as is reasonably practicable.

Where workplace stress arises, Councillors, in consultation with the Head teacher and HR, will deal with the issue in a sensitive and constructive manner using reasonable means to manage stress and assist staff.

The Academy will encompass the HSE Management Standards for work related stress in demonstrating good practice through a step by step risk assessment approach.

If employees are experiencing any problems in relation to stress they are encouraged to report this to their line manager in the first instance.

The HR Department, Occupational Health, and an Employee Assistance Programme are available to staff and should be contacted when required.

There is a wellbeing blog that all staff can access.

Mental Health and Wellbeing Leads are appointed, all staff are aware of who they are and how to contact them.

## **Violence to Staff**

The Principal and Councillors are responsible for assessing the risks of violence to staff.

Staff must report incidents of violence and aggression to the Principal.

Staff are asked to keep a record of such episodes.

An accident report form (online or paper copy) should be completed.

Appropriate steps will be taken by the Principal to deal with such a situation.

The Academy may refer to their legal department for any incidents of violence and aggression to staff. A letter may be sent to any violent or aggressive person informing them of the academy's position and any arrangements for sanctions or exclusions.

Please refer to the Health and Safety Manual for further advice and guidance

### **Water Hygiene**

A copy of the Academy Water Risk Assessment and Academy Written Control Scheme is located in the Facilities Manager office.

Graham and Atom Water Services is employed to carry out many of the requirements of water testing under L8 guidance.

A member of the Estates Team carries out weekly flushing and temperature recording and other required checks which are recorded in the Academy Water Hygiene log Book located in the Facilities Manager office.

Please refer to the CLF Water Management Plan for further advice and guidance.

### **Working at Height**

Activities which require work at height should be identified and eliminated where possible.

Where it is not possible to eliminate work at height, all reasonable steps should be taken to reduce the risk to as low as possible.

Risk assessments prior to commencement of any working at height activity will be undertaken. It is the responsibility of Facilities Manager or Senior Operations Manager to ensure this takes place.

Academies should have access to kick stools, small steps or ladders.

A member of the Estates team carry's out regular inspections or the ladders and records these checks

Staff should only use the equipment they are trained to use, unless it is low level kick stools or steps and that they wear the correct clothing and footwear

Pupils are / are not permitted to use access equipment. Information, instruction and supervision will be provided to specific pupils that may use access equipment for Academy related activities e.g. drama production.

Contractors are expected to provide their own equipment and will not be permitted to use the school's equipment.

Lower-level working at height training is covered during induction day training and also by the Health and Safety Essentials Nimble course.

Advanced working at height training for premises and IT staff will be undertaken by either the H&S team or an appointed training company.

### **Work Equipment**

All work equipment used on the premises should be fully inspected upon installation.

All work equipment should undergo an annual recorded maintenance and service inspection by a competent person.

Records should be kept and made available for annual maintenance and servicing regimes.

Staff, technicians and premises managers are responsible for carrying out pre-use visual check of the equipment within their department, which should be recorded.

Employees must not provide their own equipment.

Heads of departments and line managers must ensure that any such equipment within the department is used appropriately and training or refresher training should be provided if required by the user.

Heads of Department and line managers are responsible for ensuring a suitable and sufficient risk assessment has been carried out prior to the use of such equipment. Examples of work equipment are site staff power tools, D & T machinery and tools, access equipment, lifting equipment, heavy plant equipment, kiln, etc.

Personal Protective Equipment must be provided free of charge if required.

### **Work Experience Pupils**

A nominated person in conjunction with an external organisation will provide guidance on student work experience placement. The nominated person and or external organisation will also carry out the initial placement risk assessment and ensure all suitable and relevant checks are carried out on the work experience provider. Health and safety induction to work experience students and a work placement risk assessment is expected to be undertaken by the placement employer.

For work experience placements at the Academy the students will be monitored / supervised by the class teacher, support staff they are assigned to and liaise if necessary with the nominated person.

### **Pond**

The pond is in an enclosed area and pond access is restricted as appropriate.

Gates to the pond are locked.

### **Workplace Inspections and Premises Risks**

The Operations Manager, Premises team, H&S Councillor pupils will undertake regular safety inspections of the workplace to identify hazards and unsafe situations and take appropriate remedial action. The Operations Manager will ensure that hazards associated with premises are monitored and controlled.

A named Health and Safety Councillor will be involved / undertake inspections on a termly basis (three times per year) and jointly report back to the Health and Safety Committee.

### **Waste**

Suitable containers for the collection of waste will be provided in strategic positions throughout the academy. Containers will be adequate to prevent the escape of waste. Waste containers will be emptied regularly and removed by an authorised person or member of the site team.

Information and training on the safe management of waste is provided to an authorised person or member of the site team. An authorised person or member of the site team will be supplied with any personal protective equipment necessary for the safe handling of waste materials.

Suitable arrangements will be made for the disposal of hazardous waste that is generated as a by-product or activity. Arrangements for the removal of hazardous waste will be made in association with the Waste Regulation Authority or a competent and licensed contractor.

Waste is collected by Veolia every Monday, Wednesday and Friday.

Under WEEE Regulations 2013 academies will use, where necessary, competent contractors for the removal and disposal of material such as electrics.

### **Health and Safety Committees**

The health and safety committee are a standalone committee and focuses on pulling together all the separate areas and systems of health and safety management, and provides the overarching overview to successful management of this area.

The health and safety committee has agreed to a charter for its roles and responsibilities. The Safety Committee may include: -

- Health and Safety Councillor
- Principal
- Operations Manager
- Member of central Health and Safety Team Premises Manager
- Trade Union Representative Safety Representative(s)
- Head of Science, Art, PE or D&T (or should have technical input).

The standard agenda items for the Academy health and safety committee meetings is: -

- Any accidents of note since the last meeting, how many accidents in total and are there any trends.
- Are there any building works/modifications planned and what are the Health and Safety implications of this project? Has all the necessary paperwork been completed?
- From the Pre-Qualification questionnaires to the design phase risk assessments; to risk assessments method statements for the job itself and selection of project manager.
- Is the job notifiable under Construction Design Management Regulations 2007, if so had a CDM Coordinator been appointed etc.?
- Asbestos update – none in school
- Feedback from high risk departments
- Risk assessment progress and review
- Training needs
- First Aid provision / qualifications etc.
- Any Academy trips taking place and has this been assessed and authorised
- Inspection findings and required actions.
- Findings of any compliance issues

### **PPM Compliance**

The academies PPM compliance arrangements are managed by Operations Manager and Premises Manager in conjunction with Facilities Manager. A PPM compliance contract has been awarded to BAM.

### **Health and Safety Training**

Health and safety training is managed, recorded and assessed by the Principal/ Operation Manager / Head of Department. The academy recognises that while many people will already be aware of risks around their school, effective training will always help reinforce a positive health and safety culture. Training requirements may have been identified by risk assessments, audits, staff appraisals and increased roles and responsibilities of staff. Recording when staff and Councillors have completed relevant training, assists the Academy to complete a training needs analysis to ensure everyone has competent knowledge to address effective safety practices and achieve a continual personal responsibility for safety. HR provide guidance on what constitutes mandatory training, and should be referred to.

There is a suite of training resources which is being continuously developed to provide more H&S training.