



Durrington High School

Health and Safety Policy 2023

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Linked Policies: Durrington High School, DHS Health and Safety Policy

Linked legislation This policy is based on advice from the Department for Education on [health and safety in schools](#), and the following legislation:

- [The Management of Health and Safety at Work Regulations 1992](#), which require employers to make an assessment of the risks to the health and safety of their employees
- [The Management of Health and Safety at Work Regulations 1999](#), which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training
- [The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations \(RIDDOR\) 2013](#), which state that some accidents must be reported to the Health and Safety Executive (HSE), and set out the timeframe for this and how long records of such accidents must be kept
- Regulation 4 of [The Control of Asbestos Regulations 2012](#) requires that employers carry out an asbestos risk assessment
- Employers must assess the risk to workers from substances hazardous to health under regulation 6 of [The Control of Substances Hazardous to Health Regulations 2002](#)
- Under regulation 2 of [The Health and Safety \(Display Screen Equipment\) Regulations 1992](#), employers must assess the health and safety risks that display screen equipment pose to staff
- Regulation 9 of [The Regulatory Reform \(Fire Safety\) Order 2005](#) says that fire risks must be assessed
- Regulation 4 of [The Manual Handling Operations Regulations 1992](#) requires employers to conduct a risk assessment for manual handling operations
- [The Work at Height Regulations 2005](#) say that employers must conduct a risk assessment to help them identify the measures needed to ensure that work at height is carried out safely
- [The Education \(Independent School Standards\) Regulations 2014](#), which require that suitable space is provided to cater for the medical and therapy needs of pupils

This policy complies with our funding agreement and DMAT articles of association.

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1. Statement of Intent

Durrington Multi Academy Trust believes that ensuring the health and safety of staff, pupils and visitors is essential to the success of our schools. We will co-operate and co-ordinate with partners, contractors, sub-contractors, employers, the occupiers and owners of premises and land adjacent to our premises in order to pursue our Health and Safety Policy aims.

Under the Health and Safety at Work Act 1974, the Academy Trust accepts that it has the responsibility to take all reasonably practicable steps to secure the health and safety of staff, pupils and others visitors using the school premises.

The Academy Trust believes that the prevention of accidents, injury or loss is essential to the efficient operation of the school and is part of the good education of its pupils. It will be the Trusts policy to encourage, where practicable, the co-operation of all users of the establishment by monitoring, review, discussion and consultation to promote and develop measures which ensure health and safety at work.

It is recognised and accepted that there is a direct relationship between a safe working environment and an efficient and well-run school. The school requires, therefore, that a high standard of safety shall be achieved and maintained across the school site and throughout all its activities. All employees have a duty to work in a safe and responsible manner, and to carry out their duties in such a way so as not to endanger the health, safety and welfare of themselves or others. Teaching staff shall endeavour, at all times to ensure that all students under their supervision work in a safe and responsible manner and are fully aware of all necessary precautions and procedures relating to their work and need for such precautions and procedures.

2. Around School

- All staff are expected to sign out if leaving site during their working day and in again when returning
- Staff must take action if they observe a potential hazard or accident. This may require immediate action, including making the area safe, alerting others and/or reporting the problem to the premises team.
- The most common forms of accidents are slips and trips, either from, unruly movement of students, trailing cables or defective carpets, stairs etc. Staff should intervene to check unruly behaviour, which might cause accidents.
- Staff must take the nature of students into account when organising potentially dangerous activities (e.g. using sharp implements) and follow risk assessments and policies.

3. Visitors and site security

- All visitors to the school must report to reception, where they will sign in and be issued with a visitor's badge. It is not acceptable for a visitor to go directly to a department without first signing in.
- Visitors/volunteers in school who have contact with students must produce details of their DBS disclosure with them on their first visit to school in order to comply with safeguarding/child protection procedures.
- Visitors/volunteers in school who do not have direct contact with students only need to bring ID with them but must be accompanied by a member of staff at all times
- Staff must ensure their visitors are aware of procedures such as emergency evacuation. A visitor is defined as any person who is not a member of staff or a student on the school roll.
- All staff and students are urged to be vigilant concerning unauthorised visitors on site.
- Visitors must sign out and return their visitors badge upon departure.
- During holidays staff entering the premises must sign in and out using the signing in sheets in the main reception.
- All employed staff must wear their photo identity badge.

4. Staff Dress

In line with the DHS staff dress and personal appearance policy, which is available on DHS Staff Handbook google drive, all staff are reminded of the following key points;

- Footwear must be safe and appropriate to your work area taking in to consideration weather conditions
- Identity badges must be worn at all times whilst on site
- Staff working in high risk areas such as laboratories, DT rooms or Food tech should be particularly aware of risks associated with loose clothing, long hair and jewellery.

5. Organisation introduction

Within this policy additional responsibilities are assigned to members of the school's senior leadership team and other key colleagues. Their specific responsibilities are documented below.

6. Health and safety responsibilities

The Academy Committee has strategic responsibility for health and safety within all areas of the school's undertakings. The Academy Committee is responsible for ensuring that advice from competent health and safety advisers is available on health and safety matters in order to comply with regulatory controls. Person's with specific allocated responsibilities for health and safety are informed of these responsibilities and have sufficient knowledge and experience to perform the task required. Health and Safety performance is reviewed regularly alongside the health and safety policy to ensure the document remains fit for purpose.

The Head Teacher supports the Academy Committee by ensuring that:

- This policy is communicated to all relevant persons
- Consultation arrangements are in place for staff and their Trade Union representatives
- Risk assessments of the premises are undertaken
- Emergency procedures are in place
- Appropriate records are kept of inspections and testing of equipment and services
- Accidents are investigated and any actions completed
- Advice from competent health and safety advisors is sought if necessary to comply with regulatory controls
- Leaders are competent in their duty to provide a safe working environment for staff and pupils and ensure policies and procedures are in place and monitored

The Director of Operations manages the risk assessment process for the school, oversees the inspection and maintenance of equipment with the exception of department specific machinery in DT, PE and Science which are managed by the departmental heads/technicians. Advises the Headteacher of situations or activities that could be hazardous to the health and safety of staff, pupils and visitors and is responsible for the day to day maintenance of schools across the trust.

Curriculum Leaders are responsible for ensuring that safe working conditions are maintained for all pupils, employees, visitors, members of the public and, where applicable, contractors throughout their individual work areas, as delegated by the Head Teacher or Academy committee. Curriculum leaders are responsible for ensuring that advice from competent curriculum and health & safety advisers is sought on health and safety matters in order to comply with regulatory controls.

Employees are responsible for their own health and safety, that of their colleagues and members of the public who may be affected by their work activities. They must observe all instructions relating to Health and Safety and act in accordance with any specific Health and Safety training. Be familiar and competent in applying procedures for Fire, First aid and other emergencies.

7. Procedures and Arrangements

Our individual schools will have their own procedures for the following site-specific areas to eliminate or reduce health and safety risks to an acceptable level.

- Accident reporting procedures
- Asbestos management
- Behaviour management
- Catering
- Cleaning
- Appropriate supervision
- Curriculum safety/Policy/Risk assessment process
- Managed off-site activities
- Fire/Emergency procedures
- Appropriate first aid provision
- Inclusion
- Lone working policies
- Managing medicines policies and suitably trained colleagues
- Outdoor play equipment policies, procedures and inspections
- PPE where needed
- Risk assessments reviewed regularly
- Staff training and development, including mandatory and compliance
- Procedure for visitors

8. ARRANGEMENTS FOR HEALTH AND SAFETY

Accident and Incident Reporting

All accidents and incidents, to staff, visitors and contractors are recorded by the welfare team. Serious accidents are reported to WSCC using the online accident reporting system. Minor incidents to pupils are recorded locally, major injuries and direct visits to hospital are also reported to WSCC using the online system.

The welfare officer is responsible for reporting accidents

The Headteacher or appropriate person delegated by the Headteacher will complete any relevant WSCC accident investigations and monitor accidents and incidents in order to identify trends.

Administering medicines

The school's Managing Medicines Policy details the procedures followed by the school and is based on WSCC policy and procedures. The lead for the administration of medicines is *Dominic Riches*. A copy of the policy is available from the school office.

Asbestos

The school holds an asbestos register and follows the WSCC Code of Practice regarding monitoring and record keeping. All contractors working on the building are made aware of the location of asbestos and sign the register. Teaching and associate staff are prohibited from penetrating any walls, ceilings or floors to prevent any accidental exposure. Any requests to carry out maintenance are carried out or approved by the site team who are aware of the location of all Asbestos.

Jason Philips is responsible for asbestos management.

Control of Substances Hazardous to Health (COSHH)

All hazardous substances stored and used within the school are to be risk assessed and the precautions identified by the risk assessment shall be communicated to staff and implemented. These assessments will be held in the school's COSHH risk assessment files, along with the relevant data sheets and made available to all employees who are required to use these substances in their work.

Matt Angell is the designated person for ensuring that the COSHH risk assessment file for cleaning and hygiene products is kept up to date and communicated to relevant staff.

Margaret Williams is the designated person for ensuring that the COSHH risk assessment file for Science is kept up to date and communicated to relevant staff, this is managed via CLEAPSS

Sue Slater is the designated person for ensuring that the COSHH risk assessment file for Design and Technology is kept up to date and communicated to relevant staff.

Sue Slater is the designated person for ensuring that the COSHH risk assessment file for Art and Design is kept up to date and communicated to relevant staff.

Contractors

Maintenance and servicing contractors receive a verbal induction to the school site (including asbestos), its facilities and emergency arrangements. Contractors undertaking large scale building work will have specific inductions and controls in place as part of their contract, this will likely be implemented and controlled by a main contractor. Contractors are continuously monitored whilst on site.

Jason Phillips is responsible for the management of contractors

Curriculum Safety

Trustees recognise that some curriculum areas represent an increase in risk; these departments hold department specific health and safety arrangements, which are regularly reviewed and communicated to the relevant staff. It is the Headteachers responsibility to ensure department heads complete and effectively manage risks;

Emma Wade – responsible for Design and Technology

Steve Bloomer – responsible for Art and Design

Emily Isham – responsible for Drama and Theatre Arts

Tom Pickford – responsible for Physical Education

Thom Wardell – responsible for Science

Display Screen Equipment (DSE)

Every DSE user will have a risk assessment completed to make sure they know how to adjust and set up the workstation correctly. It is the responsibility of *Alex Robbins* to ensure assessments are completed by relevant staff.

DSE user risk assessments will be reviewed periodically by *Alex Robbins*, at least annually, or if there have been any significant changes to the workstation. A review of the original assessment must be undertaken as soon as practicable by the line manager when an employee complains of musculoskeletal or other health issues that could be attributed to, or aggravated by, working with DSE

Electricity

Any faulty electrical equipment or wiring must be reported immediately to the premises team, if safe to do so disconnect the item from the mains. Portable electrical items should be briefly checked before use to ensure no visible damage to power cords, plugs or casing. Do not use the item if damage is evident, secure the item and report to the premises team.

All portable electrical equipment within the school is to be tested in line with recommended frequencies and records of these tests will be held at the school.

Private portable electrical equipment must not be brought into the establishment and used without the appropriate checks.

A 5 yearly check of the fixed electrical installation is completed and records kept. Electrical safety is managed by *Jason Phillips*.

Emergency Provision/Business Continuity

The Emergency Plan details procedures and arrangements to be used in the event of an emergency. This includes liaison with WSCC and the emergency services, provision for the continuation of school business and arrangements to contact interested parties i.e. parents and the press. All staff are trained in the procedures contained within the emergency plan and are able to take the appropriate action if required. The emergency plan is regularly monitored and reviewed by *Matt Angell*.

Fire Safety

Matt Angell/Jason Phillips, are the designated persons for fire safety within the establishment. The designated persons will ensure that:

- The school's fire risk assessment is kept up-to-date by annual review or in response to significant changes to premises or work arrangements.
- There is reasonable fire-fighting equipment in the school, it is maintained and maintenance records are kept.
- The fire safety equipment, e.g. fire alarm, emergency lighting, etc. is regularly checked, maintained and records are kept.
- There are no general fire hazards around the building, particularly near escape routes, escape routes are unobstructed and that there is access for fire fighters.
- Staff and pupils are practised in evacuating the premises by performing termly drills, monitoring their effectiveness and keeping records.
- Develop personal emergency evacuation plans (PEEP) for those staff and/or pupils who require additional assistance to evacuate the premises.

They will also ensure that the establishment has in place an up to date **Emergency Fire Plan**, which details the procedures to be followed in the event of a fire. The plan must be prepared to ensure that people within the establishment know the action to take if there is a fire, and to ensure the establishment can be safely evacuated.

All staff will complete accredited fire safety training annually.

Where necessary, the Emergency Fire Plan will include the following features:

- Action on discovering a fire and calling the fire service (these notices will also be displayed throughout the establishment)
- The location of the assembly point for roll call
- Liaison with emergency services
- Identification of key escape routes
- The type and location of fire-fighting equipment provided
- Specific responsibilities in the event of fire (adequate number of fire wardens to assist with the evacuation)

- Any need to co-operate or co-ordinate with other responsible persons that will be operating within the premises.

First Aid

The lead First Aider is *Dominic Riches*. Details of the school's first aid trained staff is displayed in the first aid room/area. *Aggie Gemel* monitors first aid training to ensure certification remains in date.

A first aid risk assessment has been completed and provision is in place, following the findings of the risk assessment. Suitable and appropriate first aid cover is provided at all times during the working day and after hours to cover breakfast and after school clubs and all staff members are aware of the arrangements in place.

Dominic Riches is the designated person for ensuring the first aid kits are kept fully stocked and items are within date, checks of first aid kits are recorded as completed.

8.12 Smoking

Durrington Multi Academy Trust has a strict no smoking including e-cigarettes/vapes for students, staff and visitors across all buildings and grounds. Staff may take time away from their workplace to smoke at allocated breaks and lunchtime, if not on duty, but must leave the site. In doing so staff are expected to be sensitive to the impact this may have on our neighbouring local community.

Food Safety

All aspects of catering services provided to students are managed by Harrisons, as part of their contractual obligations all staff receive appropriate food hygiene training. *Matt Angell* is the designated person to manage relations with Harrisons and resolve issues or concerns.

Glazing

The school holds an up to date Glazing Survey and regularly monitors glazing as part of the premises inspection. *Jason Phillips* is responsible for glazing management.

Gas Safety

The school ensures that the gas boilers and other gas appliances are serviced and maintained regularly. *Jason Phillips* is responsible for gas safety.

Health and Safety Induction

All new employees are informed of the school's health and safety arrangements and procedures by *Aggie Gemel*.

Chris Runeckles delivers role specific inductions for new staff, *Aggie Gemel* completes a school tour covering Fire, Health and Safety and Risk management. All staff have access to a shared drive containing all health and safety documentation. All staff complete training modules covering; H&S and Fire safety.

Lone Working

Lone working is discouraged, however where employees are required to work alone, the risks should be assessed and adequate controls put in place.

Matt Angell is responsible for risk assessing and producing lone working procedures.

PE and Play equipment

External and internal physical education (P.E.) equipment is serviced by *Universal Services*. P.E. equipment is checked prior to every use by the teaching staff any defects are reported immediately to the Head teacher. *Tom Pickford* regularly monitors external play equipment and defects are reported immediately to the *Director of Operations*. Faulty equipment is immediately decommissioned.

Premises Maintenance

The internal and external premises will be inspected at regular intervals by *Jason Phillips*, resulting issues reported to the *Director of Operations*. The school is to be kept clean, tidy and free from hazardous obstacles. Staff must report any defective equipment, furniture or premises issues using the help desk <https://durring.freshdesk.com/support/tickets/new> . *Jason Phillips* will arrange appropriate repairs/remedial actions.

Monitoring, audit and review

The Academy committee shall receive updates on any significant Health and Safety concerns and will regularly inspect and monitor the premises. Regular review of procedure shall be undertaken in the light of operational practice, new laws and new policy/directives of the Local Authority. The operational practice and procedure shall be constantly monitored by the Director of Operations. Who also reports termly to the Board of Trustees.

Moving and Handling of Customers and the Manual Handling of Inanimate Loads

Manual handling is defined as the transporting or supporting of a load (including the lifting, putting down, pushing, pulling, carrying or moving thereof) by hand or bodily force. Consequently, the Manual Handling Operations Regulations apply to a wide range of operations; in this context it applies to both the moving

of inanimate loads (manual handling) and the moving and handling of children where they are unable to do this unaided (moving and handling).

Where manual handling or moving and handling tasks are undertaken, *Matt Angell* will designate suitably competent staff to undertake risk assessments of the activities, and ensure staff working in these areas receive the necessary training and instruction.

Matt Angell is responsible for developing and reviewing moving and manual handling risk assessment.

New and Expectant Mothers

Any staff member who becomes pregnant is to inform the Head Teacher of this and an appropriate risk assessment is to be completed. The school recognises the changing nature of pregnancy and will regularly review risk assessments to ensure that working at the school will not pose any risk to their health and safety and that of their unborn child. *Matt Angell* completes the risk assessment.

Off site activities

All off site activities are risk assessed using the WSCC system. The schools systems are audited by WSCC Outdoor Education Advisor. *John Fuller* is the schools Educational Visit Co-ordinator (EVC)

Risk Assessments

Risk assessments are a legal requirement under health and safety law and the Head Teacher will assess all risks arising out of the curriculum and associated work which the school undertakes. In accordance with corporate guidance risk assessments will be recorded in writing and reviewed annually or following a significant accident and or incident.

Staff Welfare/Stress

The governing body considers staff welfare of paramount importance, and seeks to promote a work/life balance amongst their staff. The Head teacher is constantly monitoring staff workload and every effort is made to make effective changes if staff are experiencing stress either at home or work. The school also utilises the services of the Employee Assistance Programme provided by Schools UK and Occupational Health.

Training

The school ensures that all staff are provided with adequate information, instruction and training to perform their roles. Training requirements are discussed during induction, professional development reviews and one to one supervision. CPD training records are kept and reviewed by *Aggie Gemel*. We use an external platform (Educare by TES) for our legal and compliant training and optional/generic CPD. Courses are allocated, managed and recorded by *Aggie Gemel*.

Transport

The school's minibus is checked daily by *Brad Thrift* and records are kept. It is maintained and serviced in accordance with the law and records kept. Only staff that have completed MIDAS training are permitted to drive the mini bus and are made aware of DMAT driving policy. Procedures are in place in the event of an emergency involving the minibus which are regularly reviewed, updated and communicated to staff.

Water quality

Brad Thrift is responsible for monitoring and recording water temperatures at the school to ensure water quality is maintained. A bi-annual water quality risk assessment is produced by a third party and reviewed by *Matt Angell*.

Working at height

Teaching staff should avoid working at height. Premises staff maintain the ladder log and are available for any high-level works. Ladders, step stools and other access equipment are kept on a ladder register and regularly inspected and maintained. A specific Risk Assessment is in place for the team managing display boards this is accompanied by HSE advice for low level step ladder use.

Emergency procedures and safety documentation

It is the responsibility of all staff to read the following Health and Safety documentation;

1. Durrington High School Health and Safety policy
2. Durrington High School lockdown policy
3. Risk assessments relevant to your department or activities
4. Department specific Health and Safety policies (if applicable)
5. COSHH documentation relating to your area of work
6. Any applicable CLEAPPS documentation
7. Fire evacuation notices/emergency procedures in each room, familiarising yourself with your closest exit routes.

In addition, members of the leadership team should familiarise themselves with the Emergency and Business continuity plan especially those named in the policy. All policies are available in the Staff Handbook shared google drive under Health and Safety.