



Diocese of Chelmsford Vine Schools Trust

The Diocese of Chelmsford

Vine Schools Trust

Health and Safety Policy

This policy is a model policy that must be reviewed and customised by each Vine Academy.

The Diocese of Chelmsford Vine Schools Trust	
Approved by:	The Diocese of Chelmsford Vine Schools Trust
Signature:	Caroline Haynes Acting Chairman
Date:	

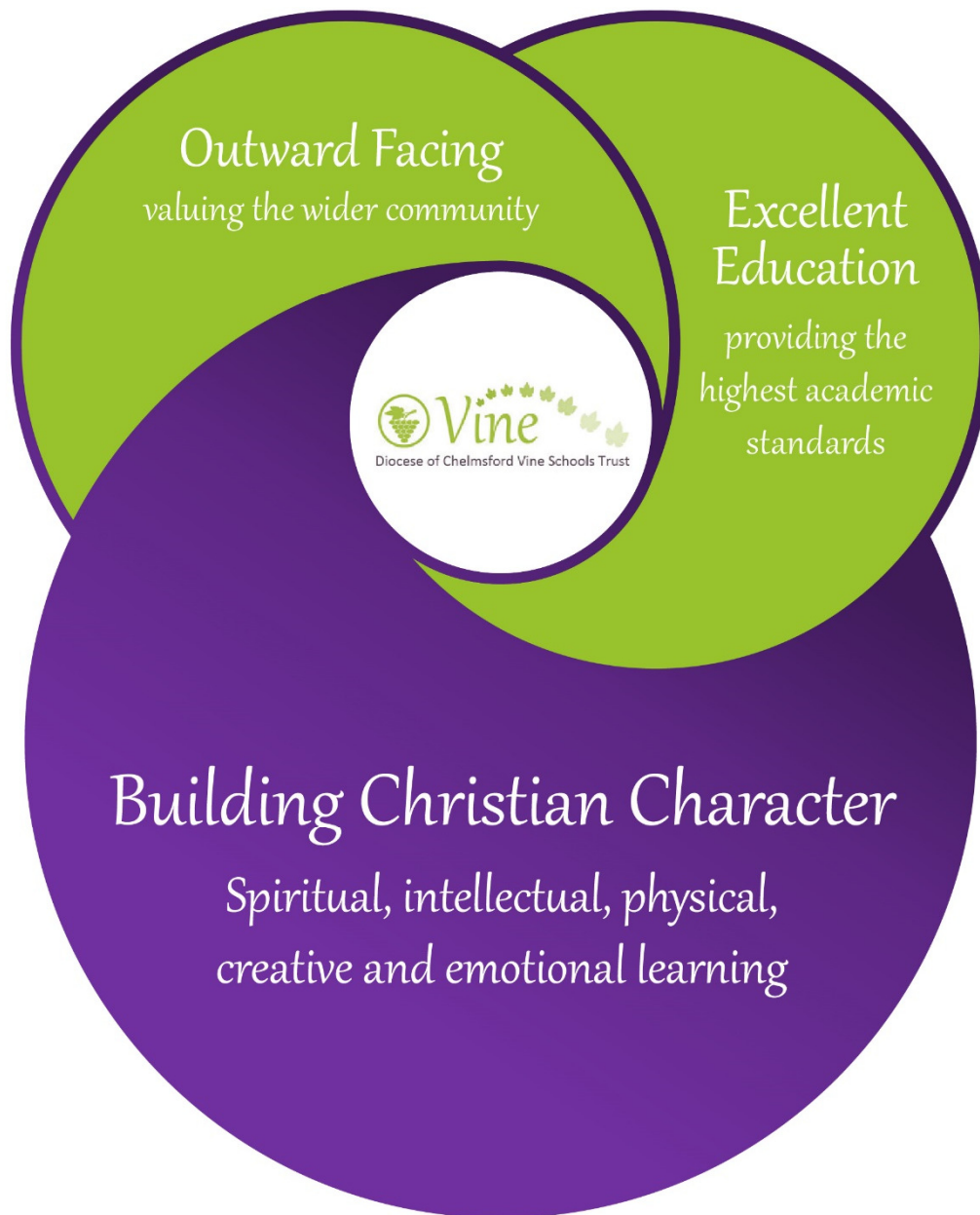
[Name of Academy]	
Approved by:	Local Governing Body/Local Board
Signed (Chair of Local Governing Body/Local Board)	
Date:	

Policy Reference:	P002
Version No:	V2.2 – June 2018
Next review date:	Summer 2019

2018 Changes

- 22.3.5 added

Our Vision and Values



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1. Statement of Intent

- 1.1 The Diocese of Chelmsford Vine Schools Trust and Local Board/Local Governing Body of XXX Academy considers the successful management of health and safety to be a key objective and an integral part of school activities. We are committed to reducing and preventing workplace injuries, ill health and unnecessary losses and liabilities so far as is reasonable practicable.
- 1.2 The Diocese of Chelmsford Vine Schools Trust and Local Board/Local Governing Body of XXX Academy is committed to:
 - 1.2.1 Compliance with all applicable legislative and regulatory requirements.
 - 1.2.2 Providing a robust, systematic and sustainable health and safety management system.
 - 1.2.3 Ensuring health and safety roles and responsibilities are understood and communicated throughout the academy.
 - 1.2.4 Identifying our health and safety risks and ensuring provision of suitable and sufficient risk control measures.
 - 1.2.5 Providing appropriate and relevant information, instruction, training and supervision.
 - 1.2.6 Consulting with staff on health and safety issues.
 - 1.2.7 Providing a healthy and safe workplace.
 - 1.2.8 Providing appropriate emergency arrangements, equipment and facilities.
 - 1.2.9 Continual improvement in all areas of health and safety management.
- 1.3 We expect all employees, contractors and visitors to take reasonable care for their own health and safety and that of others who may be affected by their actions or omissions.
- 1.4 The Diocese of Chelmsford Vine Schools Trust and Local Board/Local Governing Body of XXX Academy accepts their health and safety responsibilities and are committed to developing a culture that supports the effective management of health and safety at all levels.
- 1.5 The Diocese of Chelmsford Vine Schools Trust and Local Board/Local Governing Body of XXX Academy will provide the necessary physical and financial resources, provide active leadership and obtain any necessary expert advice in order to demonstrate our commitment to and support for the health and safety policy.

Signed:..... Date:.....
(Chair of Local Board/Local Governing Body/Vine Trust Board)

2. Responsibilities – Vine Trust Board and Local Board/Local Governing Body

The Diocese of Chelmsford Vine Schools Trust as the employer is responsible for Health and Safety and therefore ensuring compliance with relevant legislation. This includes legal duties as controllers of the premises.

The Vine Trust Board delegate the following duties to the Local Board/Local Governing Body of XXX Academy:

- 2.1 Taking reasonable steps, to make sure that the academy buildings, grounds, equipment and materials are safe and do not put the health, safety and welfare of persons at risk whilst they are on the premises.
- 2.2 Ensuring that appropriate arrangements are in place to comply with statutory requirements.
- 2.3 Ensure that statutory requirements are taken into account in determining the allocation of resources.
- 2.4 Ensuring that the policies and procedures for recruitment, induction, staff development, performance management and capability used by the school include health and safety competence and capability.
- 2.5 Having regard to their own competence and capability before offering advice or undertaking work that may affect the health and safety of academy activities.
- 2.6 Ensuring that anyone appointed to undertake construction and maintenance work on the academy premises is competent to do so and that any construction work is carried out in accordance with the Construction, Design and Management (CDM) Regulations.
- 2.7 Ensuring that a property consultant is used to assist with the appointment of a competent CDM co-ordinator before any notifiable construction or demolition work is undertaken on the site. (NB: This is to ensure construction work is carried out in accordance with the requirements of the Construction, Design and Management (CDM) Regulations. Notifiable projects are those likely to last more than 30 working days and have more than 20 workers working at the same time at any point on the project or exceed 500 person days). Further detail can be found in the Vine Finance regulations.
- 2.8 Taking an active part in monitoring health and safety standards in the academy, by requiring Headteachers to provide regular reports on health and safety performance to the Local Board/Local Governing Body. Such reports should provide information on action taken in response to outcomes of:
 - 2.8.1 School health and safety inspections, monitoring checks and incident investigations.
 - 2.8.2 Health and safety investigations and inspections carried out by enforcing bodies (e.g. HSE, Fire and Rescue Service, Environmental Health). Other serious incidents investigated by the Headteacher or other member of staff.
 - 2.8.3 Any surveys carried out by the academy, which provides data that relates to employee health, safety and wellbeing (e.g. Outcomes from Education Support Partnership Programme if used).
- 2.9 Appointing a Local Governor who understands the educational visits system and who will agree the higher risk visits (e.g. overseas, adventurous or residential).
- 2.10 The Vine Trust Board retain the following duties:
 - 2.10.1 Ensuring health and safety is part of the performance management of the Headteacher.
 - 2.10.2 Ensuring that the Headteacher has an appropriate workload, in support of a reasonable work/life balance, having regard to his/her health and welfare.
 - 2.10.3 Responsibility as employer.

3. Responsibilities – Headteacher (Executive Headteacher)

Headteacher (Executive Headteacher) responsibilities include:

- 3.1 Ensuring there are appropriate arrangements for implementing the Academy's Health, Safety and Wellbeing Policy.
- 3.2 Ensuring that the Policy and arrangements are effectively communicated.
- 3.3 Ensuring systems are in place for consultation with all employees and that Trade Union appointed safety representatives can carry out their functions.
- 3.4 Demonstrating health and safety leadership by ensuring health and safety is given equal importance to service delivery.
- 3.5 Ensuring there are appropriate arrangements in place for co-operation and co-ordination with other users of the academy site and that, where necessary joint health and safety arrangements are recorded and agreed.
- 3.6 Ensuring appropriate arrangements are in place for communication of health and safety to all employees, agency workers, contractors, visitors, volunteers and pupils.
- 3.7 Ensuring that all employees are competent and have the capability to carry out their role/function.
- 3.8 Ensuring records of health and safety training are maintained by the Academy.
- 3.9 Ensuring reportable incidents are submitted to the HSE and copied to the Vine Trust Board, as employer, through compliance@vineschoolstrust.org email.
- 3.10 Ensuring that health and safety standards (accessed via the Local Authority (Essex schools Infolink for Essex Academies)) are made available to relevant employees.
- 3.11 Ensuring the School's health and safety standards (available via the Local Authority (Essex schools Infolink for Essex Academies)) are implemented.
- 3.12 Ensuring there are arrangements in place for managing risks arising from the academy's activities, including and individual pupil or staff risk assessments, or premises, which are not covered by above health and safety standards.
- 3.13 Ensuring that risk assessments, including any necessary individual pupil or staff risk assessments, relating to hazards to which directly managed employees are exposed are carried out, recorded and control measures implemented.
- 3.14 Ensuring that managers who they directly line manage carry out their health and safety responsibilities.
- 3.15 Ensuring systems are in place for monitoring and reviewing health and safety in the academy and any actions arising from this are implemented.
- 3.16 Ensuring there is system in place for reporting and investigating accidents / incidents and that all employees are aware of it.
- 3.17 Regularly (at least annually) reporting school health and safety performance to the Local Board/Local Governing Body.
- 3.18 Ensuring there are arrangements in place for the management of the premises on a day to day basis.
- 3.19 Ensuring premises management tasks are delegated to a suitably competent site manager or co-ordinator, or a competent property consultant.
- 3.20 Ensuring that if they are not the named Educational Visits Co-ordinator, they appoint a member of the Senior Management Team to undertake the role (and ensure they given training and time to undertake the role).

4. Responsibilities – Academy Health and Safety Co-ordinator

Below are the *duties* which may be delegated to another member of staff. However, the *responsibility* remains with the Headteacher.

The **job role / title** has been appointed as the Health and Safety Co-ordinator for the Academy and will:

- 4.1 Establish arrangements for the effective co-ordination of health and safety throughout the Academy.
- 4.2 Support the Headteacher in co-ordinating the development, review and revision of the Academy's health and safety standards.
- 4.3 Set up arrangements for consulting with employees on health and safety (e.g. through health, safety and wellbeing committee meetings or team meetings).
- 4.4 Set up arrangements for the effective communication of health, safety and wellbeing information relevant to the academy.
- 4.5 Ensure health and safety concerns raised by employees are brought to the attention of the appropriate senior manager.
- 4.6 Ensure that the Headteacher / senior leadership team is kept informed of health and safety issues by including them on the agenda of leadership group meetings.
- 4.7 Co-ordinate the identification of health and safety training and development needs to meet the requirements of the School's Policies and Standards.
- 4.8 Ensure records of health and safety training and development undertaken by employees is kept on record in the academy.
- 4.9 Support the establishment of adequate arrangements for:
 - 4.9.1 First aid;
 - 4.9.2 Fire and emergency evacuation;
 - 4.9.3 Reporting of health and safety incidents, hazards and concerns;
- 4.10 Oversee the management of premises related health and safety risks to employees and other premises users or visitors.
- 4.11 Co-ordinate and ensure compliance with premises related standards and assessments.
- 4.12 Co-ordinate arrangements for monitoring of health and safety standards within the academy;

5. Responsibilities – All Managers and Supervisors

All employees with management and supervisory responsibilities are responsible for the implementation of the Health, Safety and Wellbeing Policy in their area of control. As a general rule the direct responsibility of managers for health and safety is determined by the extent to which they have authority to take action. That is if they have the authority to make a general decision about some aspects of the work, they are responsible for the health and safety implications of that decision.

Their responsibilities include:

- 5.1 Ensuring the Health, Safety and Wellbeing Policy is implemented in their area of responsibility.
- 5.2 Ensuring managers under their control carry out their health and safety responsibilities.
- 5.3 Identifying opportunities to improve the health, safety and wellbeing within the Academy, and promoting risk awareness and the development of safe behaviours.
- 5.4 Ensuring all relevant health and safety information is communicated effectively to the correct employees and take account of their views.
- 5.5 Ensuring the health and safety competence and capability of employees under their control (identifying any training needs as part of performance management).

- 5.6 Ensuring relevant health and safety standards and risk assessments are implemented in their area of control.
- 5.7 Ensuring, in their area of control, risk assessments are carried out, recorded and the control measures implemented.
- 5.8 Undertaking risk assessments relating to hazards to which directly managed staff are exposed (this will include stress risk assessments).
- 5.9 Reviewing the effectiveness of health and safety standards at controlling risks and feeding back areas of concern to their line manager, Headteacher or Local Board/Local Governing Body.
- 5.10 Ensuring health and safety issues identified via risk assessments or monitoring activities that cannot be addressed are raised with their line manager.
- 5.11 Ensuring health and safety monitoring is undertaken in their area of control, in accordance with the Academy's requirements.

6. Responsibilities – All Employees

All employees are responsible for:

- 6.1 Looking after their own safety, and the safety of others, affected by their work.
- 6.2 Co-operating with the Academy, by following safe working practices and carrying out their health and safety responsibilities as detailed in the academy's policies, risk assessments and health and safety standards.
- 6.3 Reporting to their line manager any hazards they identify and any inadequacies in health and safety procedures.
- 6.4 Taking part in any health and safety training and development identified as necessary by the Headteacher or their Line Manager.
- 6.5 Using work equipment provided correctly, in accordance with instructions or training.
- 6.6 Ensuring that if they organise projects or activities involving pupils or other non-employees, risks are assessed as part of the planning stage and control measures implemented.
- 6.7 Reporting health and safety incidents, in accordance with the Academy's health and safety Incident Reporting Procedure.
- 6.8 Implementing all control measures contained in risk assessments.

And, with respect to Safety Education:

- 6.9 All employees are responsible for contributing to the safety education of pupils through the formal and informal curriculum.
- 6.10 All teachers and support staff are responsible for the effective supervision and safety of pupils under their care. This includes ensuring that pupils follow health and safety instructions.

7. Responsibilities for Educational Visits

- 7.1 The Academy undertakes educational visits and has appointed a **job title**, who is a senior member of staff as an Educational Visits Co-ordinator (EVC) who has:
 - 7.1.1 Appropriate EVC training
 - 7.1.2 Sufficient and relevant experience in running visits;
 - 7.1.3 The competence to train and monitor others; and
 - 7.1.4 The authority to agree or not to agree to visits.
- 7.2 Where the academy has any part in organising events, trips or activities beyond the school gate it recognises that it has a responsibility. The academy's pastoral responsibilities cannot be delegated to other external providers.

- 7.3 The Academy has developed a policy (based on the Vine Educational Visits Policy) on visits beyond the academy gate which includes:
 - 7.3.1 Emergency, accident and critical incidents planning.
 - 7.3.2 Supervision and staffing including competence, safeguarding and training. All those involved in any supervision for the school are subject to this policy.
 - 7.3.3 The visits system, including the academy approach to planning, informing, signing off and supporting visits.
- 7.4 Educational Visits Professional Advice:
 - 7.4.1 The Academy has access to specialist advice on Educational Visits from the Local Authority Educational Visits Team (contact details in Appendix 2).
 - 7.4.2 This includes access to advice via phone and e-mail, access to the Educational Visits Website (EVOLVE) and access to the online risk assessment forms.
- 7.5 No pupils will be denied participation in educational visits on account of their SEND. The academy will exhaust all reasonable adjustments to get the child on the trip. Academy's will adopt a 'whatever it takes' approach.

The Academy EVC will:

- 7.5 Ensure they have attended EVC Training (and refresher training at least every 3 years);
- 7.6 Ensure that establishment managers, visit leaders, assisting staff, voluntary helpers and all staff involved in Learning Outside the Classroom LOtC, off-site activities and visits have had access to training / instruction at an appropriate level to ensure that the Academy's guidance and establishment procedures are properly understood and followed. This will involve training on visit planning, group management, use of external providers, pre-visits risk management and safeguarding;
- 7.7 Organise the training of Visit Leaders and Assistant Leaders (including voluntary helpers);
- 7.8 Ensure that Leaders and Assistant Leaders are competent to carry out the tasks they are assigned;
- 7.9 Ensure that activities and visits are led by competent and confident leaders. The Visit Leader needs to be both accountable and competent. Being accountable implies being an employee and thus part of a chain of specified roles and responsibilities. Being competent requires that the leader can demonstrate the ability to operate to current standards of recognised good practice;
- 7.10 Manage training of all those connected with visits, including having a deputy trained to take over as EVC in case of absence;
- 7.11 Understand where visits can be signed off by the EVC on "everyday risk" and when further advice is necessary;
- 7.12 Ensure they have an understanding of how Learning Outside the Classroom (LOtC), off-site activities and visits can support a wide range of outcomes for children and young people, and raise achievement;
- 7.13 Ensure that LOtC, off-site activities and visits meet guidance requirements;
- 7.14 Ensure the 'Educational Visits Statement' available from the EVOLVE website is implemented;
- 7.15 Ensure that a school specific visits policy has been developed using the template / guidance on EVOLVE and that the policy has been uploaded on the Establishment section on EVOLVE; (Vine Policy conforms)
- 7.16 Ensure that DBS checks are in place as required.
- 7.17 Ensure that the establishment policy provides sufficient guidance to Visit Leaders about information for parents and parental consent;
- 7.18 Support the headteacher and local governors as required with information, visit approvals and other decisions;

- 7.19 Check that there is a 24/7 emergency contact(s) with the base for each and every visit and that emergency arrangements are in place;
- 7.20 Ensure they keep up to date with EVC update processes through EVOLVE and EVC Revalidation courses as recommended or required.
- 7.20 Ensure that there is an establishment procedure for recording “incidents / accidents / near misses”, including any resulting learning points and action;
- 7.21 Ensure that where the accompanying staff includes someone with a close relationship to a group member, there are adequate safeguards to ensure that this will not compromise group management;
- 7.22 Ensure that medical and first aid issues are addressed;
- 7.23 Ensure that emergency arrangements are in place including emergency contact access to all relevant records, including medical and next of kin information for all members of the party, including staff;
- 7.24 Undertake monitoring of Visit Leader planning and sample monitoring of visits;
- 7.25 Ensure that individual activities and visits are reviewed and evaluated and that this process includes reporting of accidents and incidents, (including under the Reporting Injuries, Diseases and Dangerous Occurrences Regulations [RIDDOR] where necessary).
- 7.26 Ensure that policies and procedures are reviewed on a regular basis. A review should follow any serious incident or systems failure. Risk management documentation must be updated if necessary.
- 7.27 Submit electronically within the timeframes set out by the Educational Visits Team, residential, overseas and adventurous visits to the County Educational Visits Adviser for comment providing sufficient information on the risk management of the visit.
- 7.28 Understand when it is necessary to seek clearance for some visits from the Local Board/Local Governing Body. This is likely to be when a visit is first proposed, before a financial commitment is made and for specific types of visits e.g. overseas expeditions.
- 7.29 Keep records of individual visit plans (a legal document), as well as reference material for the academy , in addition to keeping records e.g. reports of health and safety incidents (the academy has access to and uses EVOLVE to keep records).

8. Contractors and Visitors

- 8.1 Visitors to the Academy, including contractors, clients, service providers and members of the public must comply with the Academy’s health and safety procedures and requirements.
- 8.2 All contractors and visitors must be made aware of the site specific arrangements and emergency procedures and are the responsibility of the member of staff being visited.

9. Competent Health and Safety Advice

- 9.1 The trust/academy purchases the Essex County Council Health and Safety Service as providers of competent health and safety advice, to assist the school with discharging its responsibilities.
- 9.2 The ECC Health & Safety Service includes:
 - 9.2.1 Access to standards, generic risk assessments and guidance through the Health & Safety pages of the Essex Schools Infolink. (These standards are based on legislation, industry standards and best practice and produced by competent health & safety advisers).
 - 9.2.2 Access to a telephone and e-mail support desk for queries.
 - 9.2.3 Further support, such as audits and site visits charged at an hourly rate.

10. Occupational Health

10.1 Occupational Health Advice

The Trust/Academy has access to / contracted with Essex Occupational Health in relation to competent occupational health advice.

10.2 The service includes:

- 10.2.1 Pre-employment health screening and advice on reasonable adjustments to enable employment of applicants with disabilities and health conditions;
- 10.2.2 Support in the prevention of work related absence through advising on health related risk assessment;
- 10.2.3 Statutory health surveillance (for exposure to noise, vibration, hazardous dusts and substances);
- 10.2.4 Advice at the early stages of occupational ill health, thereby reducing the risk of an absence becoming long term or recurring;
- 10.2.5 Support where employees are sick, examination and advice on whether return to work is appropriate and, if so, what adjustments may be needed;
- 10.2.6 Advice for employees and possible recommendation for further specialist advice/treatment;
- 10.2.7 A second opinion on a GP report and liaising with the GP on any differences of opinion;
- 10.2.8 Assessing the employee's eligibility for ill health retirement or disability benefits.

Further details can be found on the occupational health pages of the Essex Schools Infolink or by telephoning 0333 013 9804.

10.3 Counselling

The Trust/Academy has access to the ECC Occupational Health Service and as part of this has ensured that staff also have access to the counselling service.

Counselling Service: Telephone 0333 013 3267 / E-mail counselling@essex.gov.uk

Further information on Essex Schools Infolink – Staff Support / Occupational Health

10.4 Wellbeing

The Trust/Academy undertake occupational stress risk assessments through use of the guidance and forms available on the Occupational Stress pages of the Essex Schools Infolink. (Health and Safety Area)

11. Educational Visits

11.1 The Academy has bought in to Essex County Council Educational Visits Service. This gives the Academy professional advice on health and safety standards for all educational visits, including Adventurous, Residential and Overseas visits involving children and young people.

11.2 ECC Educational Visits Service has adopted the OEAP National Guidance for the Management of outdoor learning, off-site visits and Learning Outside the Classroom. See www.oeapng.info – documents 3.4g Headteacher / Managers and 3.3b Check List.

11.3 As part of the subscription to the Educational Visits Support Service the School has access to the EVOLVE online submission system and associated resources.

Educational Visits Support Service: www.essexvisits.org.uk / Tel: 01245 221022 / E-mail: educational.visits@eesforschools.org

11.4 Please refer to the Vine Educational Visits Policy

12. Catering

12.1 The Academy manages and delivers its own in-house catering service and therefore has access to competent food safety advice. The Academy's competent food safety adviser is **NAME AND CONTACT DETAILS** (e.g. ECC school meals support and advice service or independent catering consultant)

OR

- 12.1 The School contracts out the delivery of its catering to **NAME AND CONTACT DETAILS**. The school recognises it retains a duty of care to its pupils and therefore regularly undertakes monitoring and quality assurance checks regarding the provision of the service (including the management of allergens).

School Meals Support Service: [Infolink](#) / 01245 356218 / school.meals@essex.gov.uk

13. Health Protection

- 13.1 The Essex Health Protection Team (HPT), which is part of Public Health England (PHE), provides advice on communicable diseases and infection control in schools. In the first instance, academies should refer to Essex HPT's guidance – 'Communicable Diseases in Schools / Nurseries and Centres for under 5's' or PHE general guidance 'Infection control in schools and other childcare settings'. (These documents are available on the health & safety pages of the Essex Schools Infolink).
- 13.2 Further assistance may be available from the School nurse at a local NHS clinic or through contact with HPT directly.
- 13.3 Essex Health Protection Team: essexhpt@phe.gov.uk / 0345 155 0069

14. Property Consultants (delete as appropriate)

- 14.1 Where major building or maintenance / improvement works are being carried out the Trust/Academy, in consultation with the Diocese of Chelmsford Schools Officer, will appoint a property consultant. Major work is defined as notifiable under the Construction Design and Management Regulations. Notifiable projects are those likely to last more than 30 working days **and** have more than 20 workers working at the same time at any point on the project **or** exceed 500 person days.
- 14.2 The School also buys in to a property consultant **(NAME)** to provide professional advice in connection with all maintenance and general building work. The consultant provides advice on:
- 14.2.1 Management of day-to-day repairs.
 - 14.2.2 Statutory and best practice for testing and inspection of services.
 - 14.2.3 Prioritisation of projects.
 - 14.2.4 Health and Safety issues relating to buildings and construction work.
 - 14.2.5 Regulations, standards and statutory approvals.
- 14.3 The Academy also has access to standards on general property issues and compliance through the Health & Safety pages and the Infrastructure delivery pages on the Essex Schools Infolink.

OR

- 14.1 The Academy manages its property and premises in-house. The Local Board/Local Governing body and Headteacher have overall responsibility but have delegated general premises management to the **Caretaker / Site Manager / Premises Manager** who has received appropriate training.
- 14.2 The Academy also has access to standards on general property issues and compliance through the Health & Safety pages and the Infrastructure delivery pages on the Schools Infolink.
- 14.3 Where major building or maintenance / improvement works are being carried out, the Trust/Academy, in consultation with the Diocese of Chelmsford Schools Officer, appoints a property consultant.

15. General Arrangements for Health and Safety

- 15.1 The detailed arrangements for implementing this Policy are contained within health and safety standards, generic risk assessments and guidance on the health and safety pages of the Essex Schools Infolink. The standards are on a secure part of the Infolink which the academy has access

to as it buys into the ECC Corporate Health & Safety Service.

- 15.2 Academy staff who are not able to access the health and safety pages on the Essex Infolink with their login should contact the School's Health & Safety coordinator to obtain any guidance they need or to arrange for access to the health and safety pages.
- 15.3 A brief summary of arrangements for managing health and safety is given below:

16. Local Arrangements within Academies

- 16.1 Local arrangements have been implemented in the academy covering:
 - 16.1.1 Employee health and safety competence and capability.
 - 16.1.2 Failures to comply with health and safety requirements through performance management and disciplinary processes.
 - 16.1.3 Fire and emergency evacuation (including fire risk assessment).
 - 16.1.4 First aid.
 - 16.1.5 Communication and consultation of health and safety.
 - 16.1.6 Reporting of health and safety incidents, hazards and concerns.
 - 16.1.7 Requirements to carry out risk assessments including for Stress, VDU's, Violence, Lone working, Manual handling, Educational visits, One off events and projects, Curriculum activities and any other areas / activities where it has been identified that there are significant risks.
 - 16.1.8 Managing the risks to Young People on Work Experience Placements and risks to Pregnant Workers.
 - 16.1.9 Control of asbestos (including asbestos management plan) and legionella.
 - 16.1.10 Working at height.
 - 16.1.11 Statutory inspection and maintenance of work equipment, plant and service.
 - 16.1.12 Control of (health and safety vetting and monitoring) contractors.
 - 16.1.13 Monitoring compliance with and reviewing effectiveness of health and safety assessments and procedures.

17. Health and Safety Standards (Status)

- 17.1 How we do things safely is detailed in the health and safety standards, policies, generic risk assessments and guidance on the Health and Safety pages of the Essex Schools Infolink. It is important that managers and employees follow these, as they are the way the Academy ensures it is meeting its legal obligations for health and safety. Your contract of employment (Conditions of Service) requires that you co-operate with the Academy by complying with its standards for health and safety. Failure to do so can result in disciplinary action. It may also expose the Trust/Academy, or individuals within the school to the risk of prosecution.
- 17.2 The Academy has arranged for employees to be able to access these standards through the following process: Academy need to insert school specific details for this.

18. Health and Safety Risk Assessments

- 18.1 Risk Assessment is a legal requirement. The health and safety standards, generic risk assessments and guidance were prepared following an assessment of the likely risks in the area to which they relate and in general form the basis of most routine risk assessments. However, as generic assessments they have limitations and it is the responsibility of Headteachers and all managers to ensure assessments are modified and extended to take account of local circumstances, or separate risk assessments produced for activities where one does not exist if there is a significant risk.
- 18.2 For all managers this includes:
 - 18.1.1 Ensuring controls detailed in standards and generic risk assessments are implemented in their area of control;

- 18.1.2 Ensuring specific risk assessments are undertaken (e.g.: VDU, Stress, Manual Handling, curriculum activities) in their area of control;
- 18.1.3 Undertaking risk assessments relating to hazards to which directly managed staff are exposed (this will include stress risk assessments).
- 18.1.4 Ensuring risk assessments are carried out as part of the planning of new projects or initiatives that may have health and safety implications.
- 18.1.5 Ensuring individual pupil/staff risk assessments are carried out where required.
- 18.1.6 Ensuring a 'whatever it takes' approach is adopted for pupils with SEND participating in academy activities.

19. Health and Safety Competence and Capability

- 19.1 Competence is the ability to do the job required to the necessary standard. It is not just training, but also experience of applying the skills and knowledge, which needs to be gained under adequate supervision.
- 19.2 The Academy considers health and safety competence requirements as an integral part of:
 - 19.2.1 Recruitment and Selection
 - 19.2.2 Employees changing role
 - 19.2.3 Induction
 - 19.2.4 Temporary employees, agency workers and volunteers
 - 19.2.5 Performance management
 - 19.2.6 Procedures when employees fail to perform on health and safety.
- 19.3 Performance management:** The Academy follows a nationally set performance management review system that is focused on improving teacher practice and pupil achievement. Health and safety is considered as part of the performance management process and where appropriate health and safety objectives are included.
- 19.4 In respect of the Headteacher, the Trust Board take account of the results of health and safety monitoring, Ofsted reports and self-evaluation forms (SEFs). Where these show areas that need development, health and safety is included as a specific objective under Leadership.
- 19.5 Reference should be made to Headteacher, manager and employee responsibilities in this policy document.
- 19.6 For non-academic staff health & safety is considered as part of the performance management process
- 19.7 Training (legal requirement):** There is a legal requirement to take account of an employees health and safety capabilities when giving them tasks. More specifically there is a requirement to provide employees with adequate health and safety training on recruitment and on being exposed to new risks (for instance due to a change of job role).
- 19.8 The Academy ensures that employees are given access to training and development appropriate to their role and risks they are exposed to.
- 19.9 Training and development can be delivered in a variety of ways. In some case formal training will be needed. In other cases it can be achieved through coaching by another member of staff or reading relevant health and safety standards.
- 19.10 The Academy keeps a record of Health & Safety training undertaken by employees.

EES for Schools: EEStraining@EESforschools.org / 0333 013 9834

20. Communication

- 20.1 It is recognised that good communication systems are essential to ensure that everyone knows:
 - 20.1.1 About the health and safety arrangements within the Academy;
 - 20.1.2 About the risks associated with their work;

- 20.1.3 What they need to do to protect themselves and others from harm; and
- 20.1.4 How they can contribute to a safe academy, by raising health and safety concerns.
- 20.2 The Academy ensures that health & safety information is communicated through the following ways:
 - website, newsletters, team meetings and minutes, alert boards etc.
 - (add others as necessary)

21. Health and Safety Consultation

- 21.1 Employees need to be involved in health and safety decisions that affect them and the risk assessment process. Consultation involves not only giving information to employees, but also listening to them and taking account of what employees say before making any health and safety decisions. The law requires that employees must be consulted before implementing changes that may affect their health and safety and with regard to risk assessments that cover their work activities.
- 21.2 Consultation within the Academy takes place through the following methods:
 - 21.2.1 In the first instance all employees can raise health & safety concerns directly with their line manager.
 - 21.2.2 All employees also have the right to raise health & safety concerns with a trade union appointed health & safety representative, who can take the matter up on their behalf.
 - 21.2.3 Ensuring health & safety is on the agenda at team meetings. Issues are then dealt with or referred up.
 - 21.2.4 The Academy has set up a Health, Safety & Wellbeing Committee. This includes employees / TU appointed H&S representatives and management representation. The committee meets at least termly and has a constitution / terms of reference outlining the aim, work and decision making processes of the committee.
- 21.3 Trade Union Safety Representatives are employees, appointed by the trade union they belong to, to represent employees on health and safety. They can assist any employee who has a health and safety concern (not just those belonging to their Union). If the academy has a union appointed safety representative, their details should be brought to the attention of employees by their inclusion in the Health and Safety arrangements notice. If the Academy does not have any TU appointed Safety Representatives they can appoint 'representatives of employee safety' or consult with all staff directly.

22. Health and Safety Monitoring and Auditing

- 22.1 The Academy has established the following systems to discharge its responsibility for health and safety monitoring in the establishment.
 - 22.1.1 **Audits:** The Academy will ensure that a health & safety audit of the establishment is carried out at regular intervals by Oracle Property Services or alternative Trust approved provider. These reports must be uploaded to the Trust 'Every' monitoring programme.
 - 22.1.2 **Internal Monitoring:** The Academy ensures that the online health and safety electronic internal monitoring checklists are carried out at least annually through the 'Every' monitoring programme. The submission of these automatically generates reports for the Local Board/Local Governing Body.
- 22.2 **Health and Safety Incident Investigation:** The Academy has an internal system for reporting incidents. The incident numbers and details are reviewed by the Academy's Senior Management. A summary report is also presented to the Local Board/Local Governing Body at least termly. Serious incidents are reviewed by a senior member of staff and the findings

reported to the Local Board/Local Governing Body. The School also uses the online reporting system available through the Health & Safety pages of the Essex Schools Infolink.

22.3 Other Monitoring: There are systems in place within the school which ensure that the following monitoring is also carried out:

- 22.3.1 Termly inspections of the premises (all curriculum / work areas and general areas).
- 22.3.2 Monitoring of contractor operations under the School's control.
- 22.3.3 Routine checks on equipment and electrical, gas, mechanical and other services.
- 22.3.4 Hazard reporting system which is reviewed at least termly by Senior Managers to assess the types of issues being identified and whether they are being dealt with effectively.
- 22.3.5 Health and Safety union representative has a statutory right to monitor.

23. Health and Safety Performance Reporting and Review

- 23.1 The Local Board/Local Governing Body and Headteacher review the health and safety performance of the academy at least annually. This takes the form of a health and safety performance report produced by the Headteacher which is presented to the Local Board/Local Governing body for review, comment and action and includes information and statistics on:
 - 23.1.1 Academy health and safety inspections, monitoring checks and incident investigations.
 - 23.1.2 Health and safety investigations and inspections carried out by enforcing bodies (e.g. HSE, Fire and Rescue Service, Environmental Health).
 - 23.1.3 Any surveys carried out by the trust/academy, which provides data that relates to employee health, safety and wellbeing (e.g. Outcomes from the Education Support Partnership programme).

24. Consequences of Non Compliance with the Schools Health and Safety Policies and Standards

- 24.1 It is a requirement for all employees to fulfil their responsibilities as outlined in this policy. Where there is a failure to comply with the Policy, whether observed in routine activities or through established health & safety monitoring systems, an appropriate response is required to hold managers and employees to account and remedy the failure. A number of options are available depending on the severity of the circumstances:
 - 24.1.1 As part of the normal line management process
 - 24.1.2 Through performance reviews
 - 24.1.3 For serious breaches, through disciplinary action. If sufficiently serious, this could include dismissal for gross misconduct.
- 24.2 The Academies HR policies give full details on disciplinary and misconduct procedures.

25. Review

- 25.1 The Trust Board will ensure that this Health, Safety and Wellbeing Policy is reviewed annually and revised as necessary in the light of changes in circumstances and/or legislative requirements and that changes will be implemented by the Local Board/Local Governing Body.
- 25.2 This policy will be reviewed every year.
- 25.3 Next Review Summer 2018.

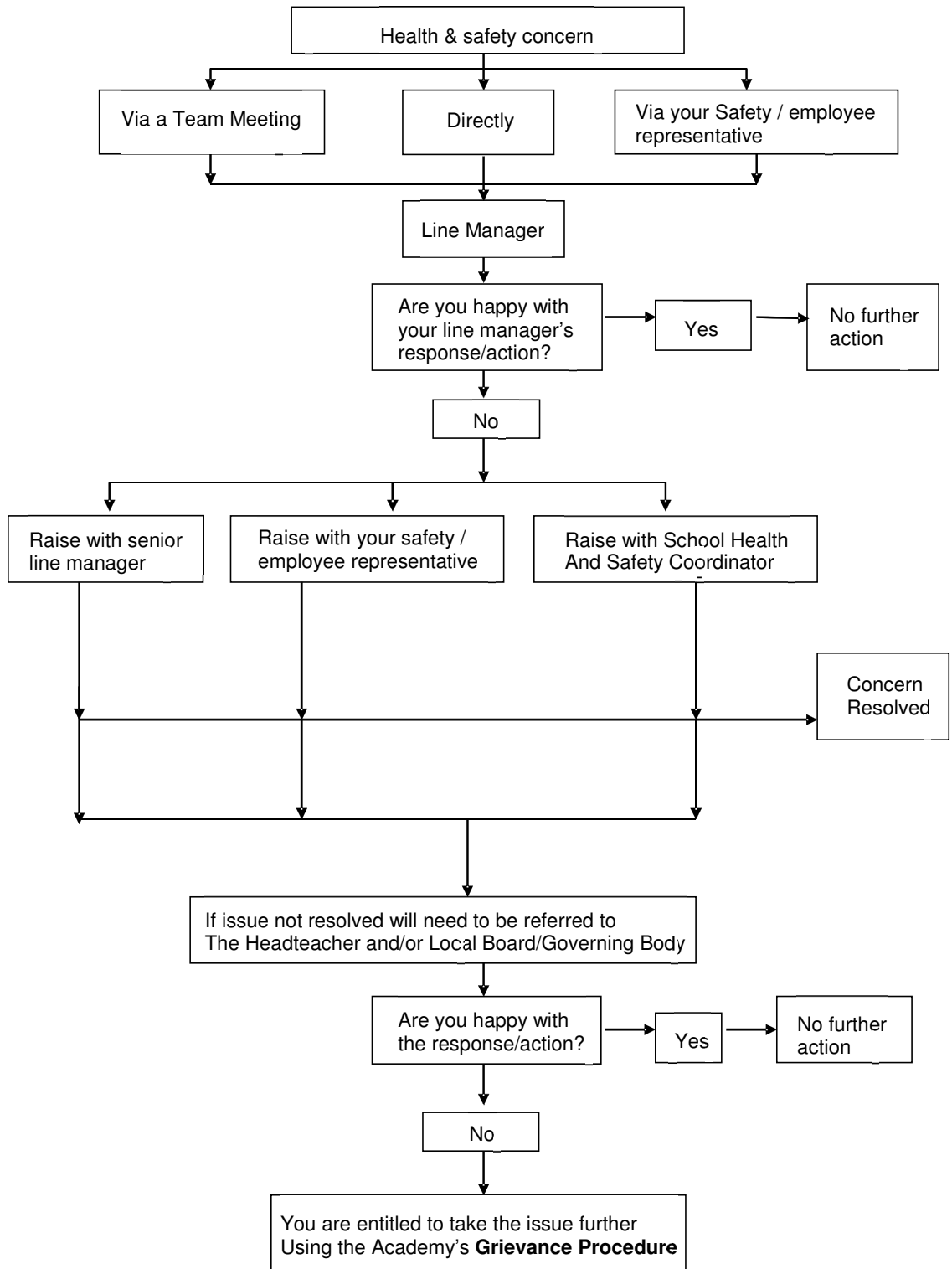
Appendix 1
Health and Safety Local Arrangements Notice

Academy:	
Headteacher:	
Health and Safety Local Governor	
School Health and Safety Coordinator:	
Educational visits co-ordinator:	
Union Health and Safety Representatives / Employee Representative:	
Report health and safety incidents to:	
Report hazards to:	
Person(s) responsible for undertaking H&S inspections:	
Person responsible for co-ordinating fire evacuation arrangements:	
Fire marshals:	
Fire assembly point(s):	
Day and time of weekly fire alarm tests	
First aiders / appointed persons:	
Where to find:	Location:
Incident / Accident report forms	
Hazard book	
Health and Safety Standards and Information relevant to school / curriculum area	The Academy subscribes to ECC Corporate H&S. Standards and guidance which are on the health & safety pages of the Essex Schools Infolink.
Members of staff who have health and safety access on the Essex Schools Infolink.	

Appendix 2 Getting Help on Health and Safety

ECC Contacts	Name(s)	Contact No. / email
ECC Corporate Health & Safety Team	H&S Support Desk	Tel: 0333 013 9818 hs@essex.gov.uk
School Meals	School Meals Helpline:	Tel: 01245 356218 E-mail: school.meals@essex.gov.uk
Asbestos / legionella / contractor management advice	Refer to property handbook	
County Educational Visits Adviser	Educational Visits Team	Tel: 01245 221022 educational.visits@eesforschools.org
ECC Counselling Service (Confidential service)	Occupational Health Centre	Tel: 0333 013 3267 E-mail: counselling@essex.gov.uk
EES for School	Training	enquiries@EESforschools.org
Critical Incidents (support and guidance for dealing with critical incident)	Schools Communications	Tel: 01245 434745 E-mail: schools.communication@essex.gov.uk
Other contacts		
Academy's Property Consultant		
Academy's food safety advisor		
Occupational health advice		
School nurse		
Essex Health Protection Agency (Infection control advice):	0345 155 0069 essexhpt@phe.gov.uk	

Appendix 3 How to raise a health and safety concern



Appendix 4 Health and Safety Policy Summary Poster

<Insert organisation name> Health and Safety Policy

Insert Academy Logo

Our Commitment: *We will ensure that health and safety remains a priority and forms an integral part of all our activities and decision making processes. We will provide a safe and healthy working environment for all our employees and other affected by our activities.*

Examples below: insert/adjust as required

Examples below: insert/adjust as required

POLICY STATEMENT	Person with responsibility for: Name/ Title	ARRANGEMENTS – How we will deliver	
To comply with all relevant legislation, including any Approved Codes of Practice or other documents having the force of law.	<Insert name and job title>	Policies and standards to reflect the nature of the business. Compliance to be reviewed through monitoring, audit and inspections. Access to competent advice via hs@essex.gov.uk / 0333 013 9818.	
To prevent accidents and sickness absence due to accidents and work related ill health.	<Insert name and job title>	Ensure suitable and sufficient risk assessments are completed with control measures being communicated and implemented. Safe systems of work to be followed. H&S procedures to be displayed and employees trained where appropriate. Asbestos register consulted before any works begin.	
To ensure roles and responsibilities are understood and communicated throughout the organisation and to other relevant parties.	<Insert name and job title>	Job descriptions provided for all employees. H&S included in performance meetings. Employees consulted on health and safety issues and provided with advice and supervision. All new employees to have a health and safety induction. Training to be provided and recorded.	
To ensure that working conditions are safe and healthy.	<Insert name and job title>	Hazard reporting system in place with all staff responsible for dealing with minor issues. Premises inspection schedule followed. PAT testing and utilities maintenance program followed. Chemicals used and stored according to COSHH assessment.	
To have effective emergency procedures for foreseeable incidents such as fire and ill health.	<Insert name and job title>	Visitor signing in book with local rules and emergency procedure to be followed. Daily inspections ensuring fire escapes are signed and clear carried out. Fire and first aid risk assessments completed and reviewed annually or when change necessitates. Evacuation plans tested <insert frequency> .	
Person with overall health and safety responsibility is:	<Insert name>	Person with day-to-day responsibility for putting this policy into practice is:	<Insert name>
Health and safety law poster displayed in:	<Insert location>	First aid box located at:	<Insert location>
Who to raise a health and safety concern to:	<Insert name>	Fire evacuation point:	<Insert location>
Who to report hazard or incident to:	<Insert name>	Location of health and safety information:	<Insert location>

Signed by:	Title:	Date:
To be reviewed by:	<Insert date>	Annually or sooner if circumstances change or dictate