



Health and Safety Policy

This policy has been adopted by all schools within
The Golden Thread Alliance

Date Approved	Autumn 2023
Next Review Date	Autumn 2024

THE GOLDEN THREAD ALLIANCE HEALTH AND SAFETY POLICY

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HEALTH AND SAFETY POLICY

REVIEW PROCEDURES

The Health and Safety Policy for The Golden Thread Alliance will be reviewed regularly and revised, as necessary.

Any amendments required to be made to the policy because of a review will be presented to the Board of Trustees for approval.

**HEALTH AND SAFETY POLICY STATEMENT OF INTENT
THE GOLDEN THREAD ALLIANCE**

The Golden Thread Alliance recognises that ensuring the health and safety of staff, pupils and visitors is essential to the success of the Trust and its schools.

We are committed to:

- a. Providing a safe and healthy working and learning environment.
- b. Preventing accidents and work-related ill health.
- c. Meeting our legal responsibilities under health and safety legislation as a minimum
- d. Assessing all risks to anyone who could be affected by our curriculum and non-curriculum activities and putting in place measures to control these risks.
- e. Ensuring safe working methods and providing safe work equipment.
- f. Providing effective information, instruction, training, and supervision.
- g. Consulting with employees and their representatives on health and safety matters.
- h. Monitoring and reviewing our safety arrangements and prevention measures to ensure they are effective.
- i. Setting targets and objectives to develop a culture of continuous improvement.
- j. Ensuring adequate welfare facilities exist throughout the school.
- k. Ensuring adequate resources are made available for health and safety issues, so far as is reasonably practicable.

Health and safety management procedures will be adopted, and responsibilities appropriately assigned, to ensure the above commitments can be met. All Trustees, Local Governors, staff, and pupils will play their part in its implementation.

Name: _____ **Signature:** _____
(Chair of Trustees)

Name: _____ **Signature:** _____
(Chief Executive Officer)

Date _____

ORGANISATION

1.0 INTRODUCTION

1.1 In order to achieve compliance with the Statement of Intent, the Academy's management team will have additional responsibilities assigned to them as detailed in this part of the Policy.

2.0 THE TRUSTEES

2.1 The Trustees are responsible for ensuring that:

- a) This policy statement is clearly written, and it promotes a positive attitude towards health and safety in staff and pupils.
- b) The Headteacher/Head of School is aware of their health and safety responsibilities and has sufficient experience, knowledge, and training to perform the tasks required.
- c) Clear procedures are created to assess any significant risks and ensure that safe working practices are adopted.
- d) Sufficient funds are set aside with which to operate safe working practices.
- e) Health and safety performance is monitored, failures in health and safety policy or implementation recognized, and policy and procedure revised, as necessary.

3.0 THE HEADTEACHER/HEAD OF SCHOOL

3.1 Reporting to The Trustees, the Headteacher/Head of School has the overall responsibility for ensuring that the Health and Safety Policy is effectively implemented and that proper resources are made available to achieve this.

- a) They will plan as necessary to make human, financial and other resources available to secure a high standard of health and safety management, taking competent advice on matters of health and safety where relevant.
- b) They provide the final authority on matters concerning health and safety at work.
- c) The Headteacher/Head of School will make decisions on health and safety issues based on a proper assessment of any risks to health and safety and will ensure the control of those risks in an appropriate manner.

4.0 THE CHIEF OPERATING AND FINANCIAL OFFICER [COFO]

4.1 The Chief Operating and Financial Officer working in conjunction with the Trust's Health & Safety Consultants, Judicium, will advise the Headteacher/Head of School on the Health and Safety Policy. Acting for and on behalf of the Chief Executive Officer, they have the responsibility for implementing and monitoring the policy, principally through the Headteacher/Head of School.

The Chief Operating and Financial Officer achieves this by ensuring that:

- a) This policy is clearly communicated to all relevant persons
- b) Appropriate information on significant risks is given to visitors and contractors
- c) Appropriate consultation arrangements are in place for staff and their safety representatives.
- d) All staff are provided with adequate information, instruction and training on health and safety issues.
- e) Additional responsibilities for health, safety and welfare are allocated to specific individuals and they are informed of their responsibilities and have sufficient experience, knowledge, and training to undertake them.
- f) Risk assessments of the premises and working practices are undertaken.
- g) Safe systems of work are in place as identified from risk assessments.
- h) Emergency procedures are in place.
- i) Machinery and equipment are inspected and tested to ensure it remains in a safe condition.
- j) Records are kept of all relevant health and safety activities e.g. assessments, inspections, accidents, etc.
- k) Arrangements are in place to inspect the premises and monitor performance.
- l) Accidents are investigated and any remedial actions required are taken or requested.
- m) The activities of contractors are adequately monitored and controlled.
- n) A report to The Trustees on the health and safety performance of the school is completed termly.

5.0 TEACHING/NON-TEACHING STAFF HOLDING POSTS/POSITIONS OF SPECIAL RESPONSIBILITY

5.1 This includes the Deputy Headteacher, Assistant Headteacher, Head of Early Years, Curriculum Co-ordinators, School Business Manager and Site Manager. They must:

- a) Apply the Trust's Health and Safety Policy to their own department or area of work and be directly responsible to the Headteacher/Head of School for the application of the health and safety procedures and arrangements
- b) Carry out regular health and safety risk assessments of the activities for which they are responsible and submit reports to the Headteacher/Head of School
- c) Ensure that all staff under their management are familiar with the health and safety procedures for their area of work
- d) Resolve health, safety, and welfare problems that members of staff refer to them and refer to the Headteacher/Head of School any problems to which they cannot achieve a satisfactory solution within the resources available to them.
- e) Carry out regular inspections of their areas of responsibility to ensure that equipment, furniture, and activities are safe and record these inspections where required

- f) Ensure, that the provision of sufficient information, instruction, training, and supervision enables other employees and pupils to avoid hazards and contribute positively to their own health and safety
- g) Ensure all accidents are investigated in line with policy and appropriate records are kept
- h) Include health and safety in the regular reports of the Headteacher/Head of School to the Local Governing Bodies

6.0 SPECIAL OBLIGATIONS OF CLASS TEACHERS

Class teachers are expected to:

- a) Exercise effective supervision of their pupils and to know the procedures in respect of fire, first aid and other emergencies, and to carry them out
- b) Follow the health and safety procedures applicable to their area of work
- c) Give clear oral and written health and safety instructions and warnings to pupils as often as necessary
- d) Ensure the use of personal protective equipment and guards where necessary
- e) Make recommendations to their Headteacher/Head of School or Curriculum Leader on health and safety equipment and on additions or necessary improvements to plant, tools, equipment, or machinery
- f) Integrate all relevant aspects of safety into the teaching process and, where necessary, give special lessons on health and safety in line with National Curriculum requirements for safety education
- g) Ensure that personal items of equipment (electrical or mechanical) or proprietary substances are not brought into the school without prior authorisation
- h) Regularly check their classrooms for potential hazards and report any observed to the Site Manager
- i) Report all accidents, defects and dangerous occurrences to the Headteacher/Head of School or Site Manager

7.0 OBLIGATIONS OF THE CHEF MANAGER

The Chef Manager is responsible for the safe operation of the catering facilities and must:

- a) Be familiar with the school Health and Safety Policy
- b) Prepare risk assessments for all catering activities
- c) Ensure that all kitchen staff are instructed and informed to work in accordance with these documents
- d) Inform the Site Manager, Trust Catering Manager or Headteacher/Head of School of any potential hazards or defects
- e) Be familiar with the current Food Safety legislation and the implications so far as the school is concerned

School staff must not use the catering facilities and equipment without the prior agreement of the Headteacher/Head of School and Chef Manager.

8.0 OBLIGATIONS OF ALL EMPLOYEES

8.1 All employees must:

- a) Act in the course of their employment with due care for the health, safety and welfare of themselves, other employees, and other persons
- b) Observe all instructions on health and safety issued by the Trust, Local Governing Body, Headteacher/Head of School, or any other person delegated to be responsible for a relevant aspect of health and safety
- c) Act in accordance with any specific health and safety training received
- d) Report all accidents and near misses in accordance with current procedure
- e) Know and apply emergency procedures in respect of fire, first aid and other emergencies
- f) Co-operate with other persons to enable them to carry out their health and safety responsibilities
- g) Inform their Line Manager of all potential hazards to health and safety, and particularly, those which are of a serious or imminent danger
- h) Inform their Line Manager of any shortcomings they identify in the Trust or schools' health and safety arrangements
- i) Exercise good standards of housekeeping and cleanliness
- j) Co-operate with the any appointed/elected safety representative(s) and the Enforcement Officers of the Health and Safety Executive
- k) When authorising work to be undertaken or authorising the purchase of equipment, ensure that the health and safety implications of such work or purchases are considered

9.0 OBLIGATIONS OF CONTRACTORS

9.1 When the premises are used for purposes not under the direction of the Headteacher/Head of School

e.g. the provision of school meals, then, ***subject to the explicit agreement of The Trustees***, the principal person in charge of the activities will have responsibility for safe practices in the areas under their control

9.2 All contractors who work on the premises are required to identify and control any risk arising from their activities, inform the Headteacher/Head of School of any risks that may affect the school staff, pupils and visitors and provide evidence of their insurance and copies of their own risk assessments of work to be undertaken

9.3 All contractors must always be aware of the Trust's Health and Safety Policy and emergency procedures and comply with these

9.4 In instances where the contractor creates hazardous conditions and refuses to eliminate them or to take action to make them safe, the Headteacher/Head of School or their representative will take such actions as are necessary to protect the safety of school staff, pupils and visitors

10.0 PUPILS

10.1 Pupils, in accordance with their age and aptitude, are expected to:

- a) Exercise personal responsibility for the health and safety of themselves and others.
- b) Observe standards of dress consistent with safety and/or hygiene.
- c) Observe all the health and safety rules of the school and in particular the instructions of staff given in an emergency.
- d) Use and not wilfully misuse, neglect or interfere with things provided for their health and safety.

PROCEDURES AND ARRANGEMENTS

Introduction

The following procedures and arrangements have been established within each school to eliminate or reduce health and safety risks to an acceptable level and to comply with minimum legal requirements.

The list provides a summary of all the key health and safety arrangements applicable to the school. More detailed policies and written procedures for a number of these areas are available in the Staff Intranet Team.

Accident and Incident Reporting

All staff are required to ensure that all accidents are reported to the School Business Manager who will work in conjunction with the Chief Operating and Financial Officer to ensure that the accident is investigated and reported to Trustees, the Local Governing Body and the Health and Safety Executive as appropriate.

All incidents or near misses – i.e. something which has the potential to cause harm although it doesn't do so on this occasion – must also be reported so they can be investigated and appropriate steps taken to prevent a more serious reoccurrence.

Asbestos

The Site Manager is responsible for ensuring that the school Asbestos Log is read and signed by all contractors prior to starting any work on the premises.

Staff must not affix anything to walls, ceilings etc. without first obtaining approval from the Headteacher/Head of School/Site Manager.

Staff must report any damage to asbestos materials immediately to the Headteacher/Head of School.

Where damage to asbestos material has occurred, the area must be evacuated and secured. The Headteacher/Head of School will immediately notify the Chief Operating and Financial Officer and Chief Executive Officer as well as the Chair of Trustees and the Chair of the Local Governing Body.

Contractors

The school employ the services of a building consultancy company who are responsible for the selection and management of contractors in accordance with the school policy.

Curriculum Safety (*including out of school learning activities*)

All curriculum leaders are responsible for ensuring that risk assessments are in place for curriculum activities where there is a potential risk to staff and pupils.

The risk assessments must be made known to all teaching and support staff and reviewed regularly.

Guidance from CLEAPSS, Association for Physical Education (AfPE) and other lead bodies should be adopted as appropriate.

Display Screen Equipment

The Headteacher/Head of School is responsible for ensuring that DSE assessments are completed for administrative staff and teaching staff who regularly use laptops or desktop PCs. Regular laptop users will be provided with docking stations.

Staff are reminded that laptops should not be used on laps, chair arms and other unsuitable surfaces.

Educational Visits and Journeys

The Headteacher/Head of School and the Educational Visit Co-ordinator are responsible for ensuring that all school trips are managed in accordance with the school policy for educational trips which all teachers must be familiar with.

Electrical Safety

The Site Manager is responsible for ensuring that the hard wiring system is inspected every five years by a competent person and any identified remedial work is undertaken without delay.

The Site Manager will also ensure that all portable electrical equipment is tested in accordance with the timescales recommended by the Health & Safety Executive.

All staff must be familiar with school procedures and report any problems to the Site Manager. Staff are reminded that they must not bring electrical equipment into school without the permission of the Headteacher/Head of School.

Fire Precautions and Emergency Procedures

The Headteacher/Head of School is responsible for ensuring:

- a) That a Fire Risk Assessment is completed and reviewed annually
- b) That the school emergency plan and evacuation procedures are regularly reviewed
- c) The provision of fire awareness training to all staff
- d) That an emergency fire drill is undertaken every term
- e) The preparation of specific evacuation arrangements for staff and/or pupils with special needs

The Site Manager is responsible for:

- a) The formal maintenance and regular testing of the fire alarm and emergency lighting
- b) The maintenance and inspection of the fire-fighting equipment
- c) The maintenance of exit/escape routes and signage
- d) Supervision of contractors undertaking hot work

All staff must be familiar with the school fire safety risk assessment, the school emergency plan and evacuation procedures.

First Aid

The names of the school's qualified First Aiders are displayed in Reception.

First Aid supplies are kept in all classrooms and the main office and it is the responsibility of the class teachers and School Business Managers to ensure that stocks of supplies are kept up to date.

All staff must be familiar with the school arrangements for First Aid.

Hazardous Substances

The Site Manager is responsible for ensuring that all cleaning and maintenance products that may be hazardous to health are assessed before being used.

The substances must be stored securely in accordance with the manufacturer's instructions and only used by authorised persons trained in the safe use of the product.

All staff are reminded that no hazardous substances should be used without the permission of the Headteacher/Head of School. The Site Manager will complete an assessment for any authorised products.

Products with low toxicity routinely used in the classrooms must be stored securely and only used by staff or older pupils under supervision. These will include such items as:

- Spirit based marker pens
- Corrective fluid
- Aerosol paints

All the above should be used in a well-ventilated area.

Inclusion

All teaching and support staff should be familiar with the Trust SEND Policy and supporting guidance.

The Headteacher/Head of School is responsible for ensuring that there are adequate facilities and support staff to ensure the health, safety, and welfare of any pupil with SEND.

All teaching and support staff must be given any information about a pupil's needs and receive such training as is necessary for them to be able to support the pupil's learning, social and personal needs.

The SENDCO and curriculum leaders must ensure that all risk assessments for curriculum activities are adapted as necessary to ensure the safety of any pupil with SEND. No pupil should be excluded from an activity on the grounds of health and safety unless this is unavoidable.

Where it is considered essential to exclude a pupil from all or part of an activity this exclusion must be taken and agreed in advance and authorised by the Headteacher/Head of School.

Lettings/Shared Use of Premises/Use of Premises outside School Hours

The Headteacher/Head of School is responsible for ensuring that any use of the premises outside school hours is managed in accordance with the school health and safety policy and lettings policy.

The Site Manager is responsible for managing the arrangements for lettings, e.g. staffing requirements, first aid provision, fire and emergency arrangements, and any restriction on use of facilities and equipment.

Lone Working

Lone workers can be defined as anyone who works by themselves without close or direct supervision.

Facilities and cleaning staff may be regular lone workers, but teachers and other staff may also work in isolated classrooms/offices after normal school hours or during holiday times.

Any member of staff working after hours must notify the Headteacher/Head of School and Site Manager of their location, intended time of departure as well as informing them as and when the premises are left.

Lone workers should not undertake any activities which present a significant risk of injury.

Managing Medicines & Drugs

No pupil is allowed to take medication on the school site without a letter of consent from their parent or carer.

Staff must notify the Headteacher/Head of School if they believe a pupil to be carrying any unauthorised medicines/drugs.

The school policy for First Aid and Medicines provides detailed guidance and all staff should be familiar with this policy.

Maintenance and Inspection of Equipment

The detailed arrangements for the maintenance and inspection of equipment are described in the site maintenance procedures under the control of the Site Manager.

All faulty equipment must be taken out of use and reported to the Site Manager. Staff must not attempt to repair equipment themselves.

Manual Handling and Lifting

The Headteacher/Head of School will ensure that any significant manual handling tasks are risk assessed and these tasks eliminated where possible.

No member of staff should attempt to lift or move any heavy furniture or equipment themselves but must ask the Site Manager for assistance.

Pupils are not allowed to move or lift any heavy or unwieldy furniture or equipment.

Support staff who assist pupils with physical disabilities must be trained in the safe use of lifting equipment and handling techniques.

Outdoor Play Equipment

The outdoor play equipment and safety surfacing complies with BS/EN standards and is formally inspected annually by a competent contractor.

The Site Manager undertakes weekly checks of the play equipment and play areas.

Supervisory staff should make a visual check of all play equipment before it is used.

Risk assessments have been completed for each item of equipment and all staff supervising play activities must be familiar with these assessments. If the supervision levels recommended in the assessment cannot be achieved the equipment should not be used.

Pupils and pupils' siblings are not permitted to use the play equipment after school hours. Any member of staff who observes unauthorised use of the play equipment must report it to the Headteacher/Head of School or Site Manager immediately.

PE Equipment

The PE Co-ordinator is responsible for ensuring that all PE equipment is suitable and safe for the activities planned and the age and abilities of the pupils.

Risk assessments have been completed for all PE activities and all staff must be familiar with these.

Wall bars, ropes, beams, vaulting horses, benches and mats are formally inspected annually by a competent contractor.

All PE equipment must be visually checked before lessons and returned to the designated store area after use.

Pupils must not use the PE equipment unless supervised.

Any faulty equipment must be taken out of use and reported to the Head of Department.

Personal Protective Equipment (PPE)

Where the need for PPE has been identified in Risk Assessments, it is the Headteacher/Head of School responsibility to ensure adequate supplies of suitable PE.

Where a need for PPE has been identified it must be worn by any staff member or pupil who might be at risk of injury or harm to health.

Any staff member or pupil who refuses to use the PPE will be subject to disciplinary action.

PPE must be kept clean and stored in designated areas. Staff must report any lost or damaged PPE to the Headteacher/Head of School.

Risk Assessments

It is the Headteacher/Head of School's responsibility to ensure that potential hazards are identified and that risk assessments are completed for all significant risks in the school.

The Headteacher/Head of School is responsible for undertaking general risk assessments apart from the areas listed below.

Curriculum Co-ordinators will undertake risk assessments for their specialist areas.

The Site Manager will undertake risk assessments for maintenance and cleaning.

The Headteacher/Head of School will ensure that risk assessments are completed by all staff who organise and lead school visits.

Security/Violence

The Site Manager is responsible for the security of the school site and will undertake regular checks of the boundary walls/fences, entrance points, outbuildings and external lighting.

The Site Manager is also responsible for the security of the site during after school use and lettings.

Staff must query any visitor on the school premises who is not wearing a visitor badge and escort them back to reception. If an intruder becomes aggressive staff should seek assistance.

Meetings with parents who have previously been verbally abusive or threatening in their behaviour to staff should only be held in the reception area of the school where assistance is available. The Headteacher/Head of School or, in their absence, the deputising senior member of staff, should be notified in advance of these meetings.

Any incidents of verbal abuse or threatening behaviour by parents, visitors or pupils must be reported immediately to the Headteacher/Head of School and formally recorded.

Site Maintenance

The Site Manager is responsible for ensuring the safe maintenance of the school premises and grounds and for ensuring cleaning standards are maintained.

They will undertake routine inspections of the site and report any hazards that cannot be dealt with immediately to the Headteacher/Head of School.

All staff are responsible for reporting any damage or unsafe condition to the Site Manager immediately. The job book is:

Culverstone Green Primary School	Staff Room
Fleetdown Primary Academy	Site White Board
Meopham Community Academy	Staff Room
Oakfield Primary Academy	Site White Board
Riverview Infant School	School Office
Riverview Junior School	School Office
Temple Hill Primary Academy	Online Site Log
West Hill Primary Academy	Staff Room
Wrotham Road Primary School	Caretaker's Office

Office staff will contact them by mobile if the matter is urgent.

Smoking

It is illegal to smoke or vape anywhere on the school premises.

Staff Training & Development

The Headteacher/Head of School is responsible for annually assessing the health and safety training needs of all staff and for arranging any identified training.

All new staff will receive specific information and training as part of the school induction process.

All staff will receive fire awareness training on an annual basis.

Staff given specific health and safety responsibilities and duties will be provided with the necessary levels of information, instruction and training to enable them to carry out these duties.

Health and safety will be included as an agenda item for each staff meeting and, on the September, INSET day in each new school year.

Stress

The Trustees and CEO/Deputy CEOs are responsible for taking steps to reduce the risk of stress in the school by taking measures to ensure colleagues are supported through:

- An environment in which there is good communication, support, trust, and mutual respect
- Training to enable them to carry out their jobs competently
- Control to plan their own work and seek advice as required
- Involvement in any major changes
- Clearly defined roles and responsibilities
- Consideration of domestic or personal difficulties
- Individual support, mentoring and referral to outside agencies where appropriate

Swimming

Children are instructed by ASA Qualified Instructors who are police vetted and health checked. The programmes take place in local authority pools and Sports Centres and are subject to the Swimming Programme Service Specification.

All staff must ensure that they are familiar with the local authority swimming guidance before accompanying any swimming groups.

Visitors

All visitors must sign in and out at the school reception desk. This includes parents/carers/guardians and peripatetic teachers/specialists. A badge will be issued which must be worn at all times in school.

Visitors to the school will be made aware of the emergency procedures and other safety information as is relevant.

Contractors undertaking maintenance work on the school will be informed of the emergency procedures and any risks in their work area e.g. asbestos, fragile roofs.

Working at Height

The Site Manager is responsible for the purchase and maintenance of all ladders in the school.

All ladders conform to BS/EN standards as appropriate.

The Site Manager is also responsible for completing risk assessments for all working at height tasks in the school.

Staff are reminded that 'working at height' applies to all activities which cannot be undertaken whilst standing on the floor.

If you need to hang decorations or displays, then a step stool or small step ladder must be used. Standing on desks, chairs or other furniture is **not** permitted.

Do not work at height when you are alone. If you are planning to use a step ladder ask the Site Manager to help you erect it properly and have an assistant to hold the ladder steady and pass you the materials you need.

Your knees should be no higher than the top platform of the ladder.

Never overreach. Try always to keep one hand free on the ladder to steady yourself

Appendix 1 – Supporting Policies and Procedures

Supporting Policies and Procedures in the schools channel within the Staff Intranet

Educational Visits and Journeys
First Aid & Medicines
Managing Contractors
Safe Guarding Policy (Child Protection)
Curriculum Specific Policies
Behaviour
Code of Conduct
Fire risk assessment and procedures
Covid-19 Policy & Practice

HEALTH AND SAFETY POLICY

Member of Staff Acknowledgement

I have read the school health and safety Policy and agree to follow the procedures outlined in the policy.

Employee's Name: _____

Employee's Signature: _____

Date of Signature: _____