

HARTFORD CHURCH OF ENGLAND HIGH SCHOOL

HEALTH AND SAFETY POLICY

1 HEALTH AND SAFETY POLICY STATEMENT

1.1 Hartford Church of England High School recognises its responsibilities under the Health and Safety at Work Act 1974, Education (School Premises) Regulations 1996, School Premises (England) Regulations 2012 and the Management of Health, Safety at Work Regulations 1999 for the health, safety and well-being of its employees. It will take effective steps to ensure that this is achieved, so far as is reasonably practicable. In discharging this responsibility it will take into account its parallel obligations for the Health and Safety of pupils, visitors and others who might be affected by its operations.

1.2 The provisions in this Policy are intended to ensure that Health and Safety is an integral part of the general process of risk management which the school operates. Thus, Health and Safety will be included in the school's review and planning process as an issue essential to the development and maintenance of the School's management systems.

1.3 The purpose of the Policy is:

- To provide the necessary authority and support for staff as they make their respective contributions to health and safety.
- To set out duties and responsibilities.
- To recognise the partnership necessary with the LA and Diocese to ensure that all statutory duties in this field are met.
- To emphasise the importance of keeping hazards under control by making an assessment of operating risks.

1.4 The Governing Body is committed to securing the health, safety and well-being of employees, pupils and others affected by the school's activities, including visitors and contractors. Everyone has a part to play in bringing this into effect and full co-operation is therefore expected. For employees, this is not only a matter of common sense, but also as a legal duty.

1.5 All employees, regardless of seniority, have a duty to take care of themselves and others that might be affected by their acts or omissions. Staff should use equipment and working methods approved by their supervisor / senior colleague. Special care should be taken with the health and safety issues of any new venture.

2. ORGANISATION AND ARRANGEMENTS FOR IMPLEMENTING THE POLICY

2.1 The Head teacher has overall responsibility for the implementation of this Policy. To facilitate this, the Head has designated The Premises Manager .to be the

Health and Safety Coordinator and Miss C R Stanley to be the named Health and Safety Governor. Each Curriculum Leader and other line manager will recognise and accept a personal role in ensuring that arrangements for Health and Safety are effective within his or her respective area, including appropriate risk assessments being completed and adhered to for activities in that area. Collectively, the Governing Body requires Health and Safety to be taken into account in the proposals which come before it and will seek to encourage a positive climate in which Health and Safety can flourish. All employees are expected to carry out their duties in accordance with this policy, comply with its reporting requirements and take reasonable care of themselves and others whilst at work. Pupils are expected to follow the safety rules of the school (including those relating to appropriate clothing etc in departments such as PE, Science, Art and D&T) and in particular the instructions of school staff in an emergency, use and not willfully misuse, neglect or interfere with things provided for their safety and exercise personal responsibility for the safety of themselves and others. Parents are expected to support the school in any health and safety matters reported to them. Visitors are expected to take reasonable care of themselves and others while on the school premises, and co-operate with the safety rules and procedures of the school .

Risk Assessment

- 2.2 The underlying process, which secures this Policy, is risk assessment. Assessments of significant risks will be made in conjunction with those affected and recorded in writing. It will be the responsibility of the Head teacher, Heads of Departments and Line Managers to ensure that relevant risk assessments are maintained and kept up to date. Where no guidance exists on a specific topic, staff will follow the Local Authority risk assessment process.

Consultation

- 2.3 Employees with concerns should normally raise them with the Head teacher or Health and Safety coordinator. However, the Governors welcome the support of trades unions in health and safety matters and staff should feel free to contact the appropriate trade union appointed safety representative. Requests for external help should be raised initially with the Head teacher or Health and Safety coordinator, who will seek advice from the Departmental Health and Safety Adviser, on any concerns of employees, which cannot be resolved locally.

Contractors and School Partnerships

- 2.4 Contractors carrying out work for the School will be vetted for their Health and Safety performance. They will be required to act in accordance with this Policy and the School's specified local arrangements. Contractors will be required to assess the risks to anyone who might be affected as a result of the performance of the contract. In particular, they will be required to make appropriate arrangements with the Head teacher to ensure that the School's Governing Body

and users are sufficiently and suitably informed and consulted on issues relevant to risk control. They must also report any equipment damage or defects and any accidents or incidents.

- 2.5 School linked partners and hirers, will exchange health and safety policies and procedures with the School and ensure that the health and safety of all school staff and users will be protected to a level which is reasonably practicable and equivalent in standard to the School. In particular, partners will be required to provide school staff and others who might be directly affected with sufficient guidance and advice on any risks or procedures which will be new or unusual in comparison with school's activities.

Inspection and Monitoring

- 2.6 The Head teacher / Health and Safety coordinator will undertake the necessary arrangements for procedures to be examined and workplaces to be inspected to ensure that precautions remain suitable and sufficient by conducting a whole school Annual Risk Assessment and Safety Review. Feedback from this process will be referred to the Governing Body.

Accident / Incident Reporting

- 2.7 Every injury should be reported in the school accident record which is kept by the Premises Manager. Any injury that needs medical attention or involves time off work must be investigated by the person in charge of the area or activity. Where the accident falls within the Local Authority Accident reporting criteria, the LA Accident Form must be completed by the relevant member of staff and entered on Cheshire West and Chester Council's PRIME reporting system.

Training and Information

- 2.9 Newly appointed employees are made aware of the School's Health and Safety Policy by the Premises Manager as part of their induction. Training and development needs will be evaluated and appropriate briefing and training provided. Departmental Risk Assessments are available from Heads of Department.

3. POLICY REVIEW

- 3.1 This Policy will be reviewed annually by the Governors' Welfare Committee. The Governing Body will receive a summary report covering key issues, based on the Annual Risk and Safety Review, at least annually.
Next review due Spring Term 2017