

London Borough of Enfield

George Spicer

Health and Safety Policy

September 2023

	Name	Signature	Date
Prepared by:	Paul Bishop		Feb 2008
Checked and Reviewed by:	Paul Bishop	 	Sept 2022
Approved by:	Peter Nathan		Sept 2020
Document Title:	Health and Safety Policy for George Spicer Primary School		
Version Number:	4	Date of Next Review:	Sept 2024

This page is for Schools Health & Safety Team document control only.

This plan is subject to ongoing change and will be updated as and when required.

Governing Body

The Governing Body will do all that is reasonably practicable to ensure the health, safety and wellbeing of staff, pupils and visitors, including contractors, and others who may be affected by the school's activities. To this end, we believe in achieving our aims in partnership with all interested parties. We are committed to complying as a minimum with our legal responsibilities, but we are seeking to continually improve our health and safety performance in line with best practice. We will maintain and continually review an effective health and safety management system, which we consider to be an essential part of a high performing school.

It is the intention of the Governors and Headteacher that the established health and safety policies, guidance and procedures issued by London Borough of Enfield shall be followed and developed locally to meet the specific needs of George Spicer Primary school. The aim is to ensure that health and safety becomes an integral part of managing school activity. This policy will be reviewed annually by the Governing Body, and employees will be consulted prior to any amendments being made.

- a safe and healthy working environment with adequate control of health and safety risks arising out of our activities
- an effective organization to implement the policy
- full consultation with our staff on matters affecting their health and safety
- effective communication throughout the school on health and safety matters
- information, instruction and supervision is provided
- all staff are competent to carry out their work and meet their health and safety responsibilities; and the provision of adequate training and development
- risk assessments are undertaken and the necessary controls implemented
- the effective management of contractors
- competent advice will be obtained when that is not available within the school
- effective monitoring and review of the implementation of the policy and health and safety performance
- periodic independent auditing is undertaken
- adequate resources are provided to implement this policy

The governing body as employer recognises its overall responsibility for health and safety. However, high standards can only be achieved with the full involvement of the school community. Staff must meet their responsibilities as laid down in the policy and work in accordance with the safe working procedures.

The governing body will review this policy annually.

Signed:

Chair of Governors

Date:

ORGANISATION FOR IMPLEMENTING THE POLICY

RESPONSIBILITIES

Head

The Head is responsible for the overall implementation of this policy throughout the school. This includes day-to-day responsibility for maintenance and development of safe working practices and conditions for all staff, pupils, visitors and any other person using the premises or undertaking activities under the school's control. In particular, the Head will:

- (a) nominate a senior manager as health and safety coordinator
- (b) ensure subordinate managers meet their health and safety responsibilities
- (c) ensure the arrangements for consultation with staff are implemented and chair the safety committee
- (d) ensure effective communication of health and safety matters
- (e) ensure requirements with regard to staff competence are met
- (f) ensure health and safety standards, school health and safety procedures/codes of practice are implemented
- (g) ensure risk assessments are carried out
- (h) undertake risk assessments in relation to directly managed staff (e.g. stress risk assessments)
- (i) ensure health and safety monitoring is undertaken, including:
 - (i) incident reporting and investigation
 - (ii) specific equipment and premises inspections
 - (iii) termly inspections
 - (iv) implementing the school's annual monitoring checklist
 - (v) health and safety in staff appraisals
 - (vi) ensuring an annual report is provided to the governing body
- (j) make recommendations to the governing body in relation to external independent audits
- (k) report to the governing body any health and safety issues that cannot be resolved.

Senior Leadership Team

The senior leadership team will support the Head with regard to the overall management of health and safety in the school. This includes:

- (a) providing leadership by ensuring health and safety is considered as part of every decision
- (b) considering the health and safety impact of new initiatives informing the Head about any health and safety issues that affect the school
- (c) agreeing strategic health and safety initiatives
- (d) monitoring the overall implementation of the school's health and safety

policy in their areas of control and agreeing the annual health and safety report.

School Health and Safety Coordinator

The Health and Safety Coordinator is responsible for the overall coordination of health and safety throughout the school on behalf of the Head. Responsibilities include:

- (a) coordinating all aspects of health, safety and wellbeing policy and practice
- (b) liaising with safety representatives and attending the safety committee
- (c) disseminating health and safety information
- (d) coordinating accident reporting procedures
- (e) coordinating emergency evacuation procedures
- (f) ensuring health and safety matters raised by staff are dealt with
- (g) maintaining a central file of health and safety procedures and other relevant information;
- (h) monitoring implementation of the policy by:
 - (i) ensuring heads of department undertake inspections
 - (ii) ensuring incidents are investigated
 - (iii) reporting 'reportable' incidents to the Health and Safety Executive.
 - (iv) managing the schools annual monitoring checklist
 - (v) making recommendations to the Headteacher about an independent audit
 - (vi) reporting health and safety issues that cannot be resolved to the Head/governing body.

Other Managers

(Including Heads of Department, Managers of Non-Teaching Staff.)

Note: *Some managers may not be directly responsible for managing staff - e.g. the manager responsible for school premises - but may have responsibility for a particular aspect of health and safety throughout the entire school; they should be identified in the appendix.*

Managers are responsible for implementing this policy in their area of control. This includes:

- (a) ensuring staff meet their health and safety responsibilities
- (b) consulting with staff on matters affecting their health and safety
- (c) communicating health and safety information to staff
- (d) assessing staff competence and ensuring appropriate training and development
- (e) ensuring school-wide health and safety standards, and school health

- and safety procedures/codes of practice, are implemented
- (f) ensuring risk assessments are carried out
 - (g) ensuring safe working procedures and codes of practice are prepared for activities under their control
 - (h) undertaking risk assessments in relation to directly managed staff implementing monitoring arrangements, such as:
 - (i) incident reporting and investigation
 - (ii) specific equipment/premises inspections
 - (iii) termly inspections
 - (iv) the schools annual monitoring checklist
 - (v) including health and safety in staff appraisals
 - (vi) reporting any health and safety issues which cannot be resolved to the health and safety coordinator/Head.

All Members of Staff

All members of staff are responsible for:

- (a) taking care of their own health and safety and the health and safety of others affected by their actions
- (b) co-operating with the governing body by following the schools safe working procedures and meeting responsibilities laid down in this policy
- (c) reporting health and safety hazards and any inadequacies they identify in health and safety procedures to their line manager or the school health and safety coordinator
- (d) undertaking any health and safety training/development identified as necessary
- (e) using work equipment in accordance with safe working procedures, instructions and training
- (f) not making unauthorised or improper use of equipment
- (g) ensuring a risk assessment is undertaken when carrying out projects or new activities
- (h) reporting health and safety incidents, and near misses, in accordance with the schools reporting procedures.

Safety Representatives

Safety representatives do not have responsibilities under this policy. However, they have functions as laid down in the Safety Representatives and Safety Committees Regulations 1977 (SI 1977 No. 500). Reasonable time will be provided to enable safety representatives to carry out their functions subject to the exigencies of the service. This should be arranged with their line manager and the health and safety coordinator.

Where no union representation for safety is available under the Safety Representatives and Safety Committees Regulations 1977, the Health and Safety (Consultation with Employees) Regulations 1996 will apply and employees will be

consulted directly as individuals, or through **elected** health and safety representatives (known as “representatives of employee safety” in the Regulations), or a combination of the two.

ARRANGEMENTS FOR IMPLEMENTING THE POLICY

Consultation with Staff

Health and Safety Committee

The school has established a health and safety committee, which meets termly. It is chaired by the Head and includes management representatives and safety representatives elected by the staff. The committee facilitates consultation on school-wide issues, such as codes of practice. It is also a forum where safety representatives can raise issues concerning health and safety and where unresolved issues can be addressed.

Local Consultation

Line managers will consult directly with staff on health and safety issues relevant to a department or work area.

There is an established health and safety committee for the school, which meets termly. It is chaired by the Heads of Site and includes management representatives and safety representatives elected by the staff. The committee facilitates consultation on local schools' issues, such as policy, strategy and codes of practice. It is also a forum where safety representatives can raise issues concerning health and safety and where unresolved issues can be addressed

Health and Safety Procedures

The Schools Health and Safety Team has drawn up health and safety procedures and arrangements covering school-wide issues. These include the Health and Safety Framework Policy, Health and Safety Policies, Guidance, Briefings and procedures as found on the Schools Traded Services site (The Hub), Fire Log Book, Responsible Persons Premises Log etc.

Further procedures following required control measures for the school are drawn up locally following risk assessment.

Display Screen Equipment

The DSE audit goes out yearly and staff complete. The School Business Manager keeps a record of these.

Should any concerns occur then the staff member links with the SBM to talk about the needs they have and what equipment or adaptations need to be made and ensure these needs are met.

Educational visits

The role of the educational visits coordinator, arrangements for seeking approval - both within the school and where appropriate from the LA, planning and safety during the visit, pre-visits, staff ratios, etc is covered in the 'Guidance for off-site Visits and Related Activities with EVOLVE, issued by the LA.

Traffic management

The school follows the safer streets mandate and we have cameras set that monitor cars that come through at the time periods that school starts and finishes. This is communicated to parents regularly and through the staff emails to any visitors attending the school.

Management of contractors

Arrangements for the selection, management and monitoring of competent contractors, including the arrangements for securing competent advice when that is not available within the school.

Dual use

Arrangements for managing dual use facilities, eg arrangements for assessing whether particular activities can be safely accommodated, making sure the premises are properly prepared prior to the booking, ensuring the instructor is competent.

First aid

The school have one nominated welfare person named for both sites during the school day. If they are absent the office staff are all trained to cover as are a high percentage of Teaching Assistants and playleaders.

Fire and emergency procedures

We have the evacuation procedures around the school with Fire exits clearly marked. It is also in our staff handbook.

We have a number of Fire Marshall's trained to sweep the different areas of the building. We have fire alarm systems in place and these are regularly checked and logged in the appropriate place.

We ensure that we do a fire alarm practice each half term so that the children and adults throughout the school know how to evacuate safely and recognise the alarm. We time this and it is recorded.

We also have clear lockdown procedures which we practice each term too. These procedures are shared in the staff handbook and around the school.

Risk Assessments

The health and safety procedures referred to above were drawn up on the basis of an assessment of the risks. Some require further detailed assessment of the activity (e.g. display screen equipment, educational visits); in these cases, the relevant member of staff must undertake the assessment. Others are generic risk assessments and where activities comply with the assessment there is no need to record a separate assessment. Where an activity differs from the generic assessment, the person responsible for the activity must ensure there is a re-assessment to account for these variations. Where this is minor it may be no more than adding a simple local variation to the generic assessment.

Heads of Department and other line managers are responsible for ensuring risk assessments are drawn up and implemented for activities carried out under their area of control. For many such activities, line managers should arrange for a departmental health and safety procedure to be drawn up as a generic assessment, although, again, local variations may be needed when it is necessary to deviate from the generic assessment.

Formats for general risk assessment are available from the Schools Policy and Guidance on Risk Assessment and includes specific guidance and advice e.g pupil risk assessment. All are available on the Schools Traded Services Site (The Hub) under Schools Health and Safety.

Appendix: Individuals with Specific Responsibilities in the Policy and Access to Information on Health and Safety

Responsibility	Name
Head	Dominic Spong
Senior Management Team (Educational Visits Co-ordinator)	Ronan Rasheed Tracie Williams Sarah-Jane Howard Angela Eberle Livia Mangiapane
Health & Safety Co-Ordinator	Angela Eberle Livia Mangiapane
Other Managers Site Manager	Giovanni Mangiapane
Assistant Site Managers	Phil Burr Sarah Wade Zakariya Huseen
Extended Schools Manager	Mandy Cassidy
Catering Manager	Sarah Wade
Safety Representatives	Maria Atkinson
First Aiders	
Appointed Persons	Kirsty Truong/Victoria Barker
Location of First Aid Boxes	Welfare rooms and every classroom
Name and address of nearest hospital	Urgent care: Chase Farm Hospital, The Ridgeway, Enfield A&E: North Middlesex or Barnet hospitals
Fire Safety Manager / Evacuation Officer	Dominic Spong
Location of Fire Log Book	School Offices, both sites
Fire Assembly Point	School Playgrounds
Time of weekly Fire Alarm Tests	10.45am Mondays by Giovanni Mangiapane

Asbestos (Appointed Person to use AMS Webtracker)	Giovanni Mangiapane
Procedures reporting hazards (Name and/or contact arrangements)	Welfare – Kirsty Truong, Victoria Barker Premises – Giovanni Mangiapane, Phil Burr, Zakariya Huseen, Sarah Wade SBM – Maria Atkinson
Legionella (Appointed Person)	Giovanni Mangiapane
Premises Manager/Site Manager	Giovanni Mangiapane, Phil Burr, Zakariya Huseen, Sarah Wade

Documents relating to this Policy are listed below along with the locations in which they can be found.

Documents	Location
Fire Log Book	Office Hub
School Policies	T/Policies
Asbestos Management Plan (to include the following) <ul style="list-style-type: none"> - Asbestos Site Plan - Asbestos Register - Asbestos Communication Plan - Asbestos Survey Reports - 	Office hub / webtracker
Legionella Risk Assessment	Office hub
Staff Training Plan (SH&ST Training Programme)	N/health and safety
First Aid Book	Welfare Office
Accident/Incident Reporting Guide	Welfare/ logged on Arbor/ Classi
COSHH Assessments	Cleaers cupboards/ N/Health & safety
Risk Assessments	N/ Health & safety
Responsible Persons Premises Log	N/health & Safety
Education Visits Guide	Educational visits policy & Evolve