



# HEALTH AND SAFETY POLICY

## Plan Administration

|                                    |                      |
|------------------------------------|----------------------|
| <b>Version</b>                     | 1                    |
| <b>Date</b>                        | New policy Dec 2020  |
| <b>Responsibility for the Plan</b> | COFO/Facilities Lead |
| <b>Approved by</b>                 | Trust Board          |
| <b>Date of review</b>              | December 2021        |

## RECORD OF AMENDMENTS

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It is the policy of Cascade Multi Academy Trust (CMAT) to conduct its operations in such a manner as to ensure the health, safety and welfare of all its employees, pupils, contractors, clients, general public and others while working and studying on any of its premises and outside of its premises whilst engaged in associated activities.

Cascade Multi Academy Trust will ensure, so far as is reasonably practicable, that

- its premises provide a healthy and safe working environment for all pupils, staff, clients, temporary contractors and the general public
- there are safe systems of work for all employees and pupils
- suitable and sufficient work equipment is provided
- there are adequate welfare arrangements
- information, instruction, training and supervision is provided to employees to ensure their competency to perform their tasks.

Cascade Multi Academy Trust recognises its responsibility to provide adequate control of the health and safety risks arising from school and client's activities. An assessment of risks will be made where a significant risk has been identified. All reasonably practicable measures will be put in place to manage risks and ensure activities or tasks can be conducted in a safe manner.

Whilst day to day management of Health and Safety can be delegated to the individual schools, the ultimate and overall responsibility for ensuring a safe and healthy environment lies with the CMAT Board of Trustees

Employees have a legal duty to act in a safe manner and not to endanger themselves or others by their actions. Employees are encouraged to play a positive role in developing and maintaining a healthy and safe working environment and to report health and safety concerns as appropriate. CMAT commits to implementing the Health & Safety at Work etc Act 1974 and UK Statutory

Instruments, as well as any future health and safety legislation. CMAT's competent health and safety representative will provide to the schools' leadership regular information on updates, changes and arrangements, about any revisions to safety legislation.

CMAT supports the view that a positive health and safety culture is of significant benefit to the good performance and safety of all schools. A positive and proactive approach for pupils will be encouraged, supported and developed through risk education and awareness. Furthermore, it is recognised that Health & Safety is an important element of safeguarding within the OFSTED inspection framework. The organizational structure will ensure that sufficient resources are available so that the policy and its arrangements can be implemented effectively.

Formal amendment to this policy will be conducted annually or as necessary to reflect changes in the Trust's strategy, UK or EU law and any changes will be brought to the attention of all staff.

**CASCADE MULTI ACADEMY TRUST**

**HEALTH AND SAFETY POLICY**

**ORGANISATION AND RESPONSIBILITIES**



**Introduction**

The Health and Safety at Work etc. Act 1974 places ultimate and overall responsibility for health and safety with the CMAT Board of Trustees. However, each school, supported by the CMAT central team, will manage its own Health and Safety procedures which fully integrate with this Policy, as described in the arrangements section.

Head of Schools are responsible and accountable for the implementation of and compliance with this policy within their school although health and safety roles and responsibilities can be delegated to other school staff.

Management and monitoring mechanisms are in place to provide an overview of statutory compliance.

## **Board of Trustees**

**The Board of Trustees, as a corporate body, has the responsibility to set the strategic direction and objectives of all health and safety matters across the Trust.**

The Board of Trustees is responsible for ensuring that high standards of corporate governance are maintained. In the context of health and safety, it discharges these responsibilities by adopting an annual plan, monitoring CMAT safety management systems and managing the Trust risk register. The overall aim is to ensure a positive health and safety culture is established and maintained across the Trust.

The Board of Trustees must ensure that all reasonable steps have been taken to promote good occupational health and reduce the possibility of accident or injury to staff, pupils and/or visitors.

The CMAT Board of Trustees' responsibilities are to:

- Ensure that each Member of the Board of Trustees accepts their individual role in providing health and safety leadership for the CMAT.
- Ensure that it formally and publicly accepts its collective role and responsibility in providing health and safety leadership for the CMAT.
- Ensure that its decisions reflect its health and safety intentions, as articulated in the Health and Safety Policy statement.
- Provide strategic direction in health and safety matters.
- Ensure that CMAT suppliers and contractors have been appropriately vetted for health and safety standards
- Ensure that the Audit and Risk Committee is effectively discharging its delegated responsibilities in terms of health and safety.
- Ensure that a proportionate and prioritised risk management system for the Trust is implemented and monitored.
- Ensure systems and processes are in place to ensure the Trust is compliant with its obligations in the management of fire risk, asbestos, legionella, electrical safety and other areas of health and safety.
- Ensure there each school has an effective business continuity and emergency plan in place.
- Confirm that there have been no instances of material irregularity, impropriety, lack of integrity or negligence of health and safety statutory instruments.
- Ensure effective safeguarding of children is in place across the Trust.
- Ensure that adequate resources are committed to the management of health and safety.

## **Audit and Risk Committee**

**The Audit and Risk Committee's (part of Trust Finance) responsibilities are to review, recommend to the Board and implement the Trust health and safety strategic plan; identify and manage risk at all levels of the Trust and keep the Board of Trustees informed on all Health and safety matters.**

The Committee's responsibilities are to:

- Inform and advise the Board of Trustees on: -
- review of the health and safety policy
- risk mitigation
- recommendations from health and safety audits and compliance audits
- incidents reportable to the Health & Safety Executive under the 'Reporting of Injuries Diseases and Dangerous Occurrences (RIDDOR)' guidelines.
- Monitor and report to the Board of Trustees on the effectiveness of the Trust's health and safety systems.
- Ensure that there are adequate communication and co-operation channels between all levels of the Trust and relevant third parties, in the context of this policy.
- Ensure that the health and safety policy and adequate health and safety management systems are in place within every school.

## **Chief Executive Officer (CEO)**

The CEO must:

- Ensure that sufficient resources are allocated and authorised within the organisation's budget to meet statutory procedures and standards for health and safety across the Trust
- Consider the impact of health and safety in all strategic and operational decision making.
- Ensure that the Trust culture promotes a shared responsibility for health & safety

## **Chief Operations and Finance Officer (COFO)**

working with Trust Facilities Manager

The CMAT COFO is the conduit between the Audit and Risk Committee and the senior CMAT employees with responsibility for health and safety within schools across the Trust and as such is responsible for ensuring that systems are in place and adhered to in order to minimise the likelihood of enforcement action, penalties and prosecutions.

The COFO is responsible for overseeing the management of health and safety arrangements pertaining to buildings and grounds - including building works, contract management, maintenance, and compliance in such areas as fire protection, asbestos management, electrical installations and control of legionella.

The COFO must:

- Monitor findings from Health and Safety audits, compliance audits, inspection audits, Reporting of Injuries Diseases and Dangerous Occurrences (RIDDOR) reports, and to implement changes to policy and procedures where required.
- Implement and monitor an informed, proportionate and prioritised risk management system for the Trust.
- Ensure there is an effective accident reporting and investigation procedure across the Trust.
- Ensure that the Trust and its constituent schools have adequate business continuity plans in place, including emergency plans and procedures for the safe evacuation and lock down of the Trust's premises.
- Agree with the Audit & Risk committee a programme of health and safety inspections
- Ensuring all staff receive adequate health & safety training
- Be the point of contact with the Trust's appointed Health & Safety external competent person and ensure that the arrangement is fit for purpose and represents good value for money
- Ensure effective arrangements are in place for carrying out and recording compliance inspections, surveys and risk assessments
- Ensure that when awarding contracts, health and safety is included in specifications & contract detail and contractors are provided with a copy of the Trust Health & Safety Policy
- Ensure that the correct procedures for awarding, checking competency, managing, monitoring and auditing all compliance contracts and maintenance service agreements on school premises are accurately carried out.
- Ensure that school asbestos registers and asbestos management plans are maintained and readily available
- Building projects comply with the Construction (Design and Management) Regulations 2015 (CDM 2015 Health and safety information is provided to contractors e.g. asbestos register, underground services, floor loading, safe working loads, school activities - ensuring safeguarding requirements are met.
- Ensure that there is a programme of servicing and inspection of workplaces.

NB. PFI schools – premises compliance is the responsibility of the PFI service provider

## **Head of School (COFO for Trust central staff and facilities)**

Each Head of School is responsible and accountable for the implementation of and compliance with this policy within their school, ensuring that a positive health and safety culture is encouraged and developed within the school, and that all staff and pupils understand their responsibilities and adhere to the CMAT Health and Safety Policy

The Head of School is responsible for:

- Ensuring that Health and Safety arrangements within the school are aligned to the Health and Safety Policy
- Appointing a named Health & Safety contact for the school (who may be the Head of School)
- Ensuring that there are effective arrangements in place for business continuity along with an emergency plan and/or relevant emergency procedures.
- Communicating the policy and other appropriate health and safety information to all relevant people within the school, including occasional consultants, volunteers, visitors and contractors Ensuring that an investigation is carried out by a competent person, following an accident or incident, liaising with appropriate authorities and third parties as necessary
- Ensuring that a school Health and Safety Committee is established and that the committee meets a minimum of twice per year.
- Reporting to the COFO any hazards which cannot be rectified within the establishment's budget.
- Ensuring that risk assessments are undertaken for any activity that has significant associated hazards, that a written record of these assessments is kept and shared with all relevant staff and that they are reviewed at least annually
- Ensuring that all staff complete mandatory health & safety and other related training
- Ensuring that the school appoints a named Educational Visits Co-ordinator, who has received relevant training to carry out the role (where educational visits are carried out by the school) and that each visit has a named leader and deputy leader.
- Ensuring that there are effective health and safety management arrangements for educational visits and authorising all education visits
- Appointing a named first aid co-ordinator and administrator of medication for the school and ensuring that there is an adequate number of appropriately trained first aiders in the school.
- Ensuring that all reasonable steps have been taken to reduce the possibility of accident or injury to staff, pupils and visitors.
- Informing the COFO and the Trust's external competent person of all RIDDOR reportable incidents within 24 hours of the incident occurring.

## Managers

Although the Head of School is responsible overall for health and safety in his or her school (subject to the specific responsibilities of the COFO), managers have some specific responsibilities:

- Applying the CMAT Health and Safety policy to their own department or area of work. Developing, publishing and sharing with members of the team, specific Health and Safety procedures for high risk activities within their department, such as Science, Design and Technology, PE and Art.
- Maintaining or having access to an up to date library of relevant published health and safety guidance from sources including CLEAPSS<sup>2</sup>, AfPE<sup>3</sup> and ensure that all staff are aware of and make use of such guidance
- Ensuring risk assessments are undertaken for the activities / trips for which they are responsible and that control measures are implemented and shared with all staff
- Ensuring that where necessary, the appropriate personal protective equipment is available, in good condition and used and that any other identified safety measures in the risk assessment are implemented
- Resolving any health and safety or welfare problems members of staff refer to them, informing the Head of School of any problems to which they cannot achieve a satisfactory solution with the resources available to them
- Carrying out and recording regular inspections of their areas of responsibility to ensure that equipment, furniture and activities are safe. Reporting any defaults in line with school procedure where required.
- Checking the adequacy of fire precautions and procedures in liaison with the Head of School. Ensuring that a copy of the Fire Action Notices and assembly point(s) are prominently displayed in all rooms and areas for which they are responsible
- Ensuring, so far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and pupils to avoid hazards and contribute positively to their own health and safety
- Establishing acceptable housekeeping and safe storage standards, in all areas of their responsibility
- Developing a training plan that includes specific job instructions and induction for new or transferred employees. Ensuring that the training needs of their staff are monitored and training opportunities made available
- Ensuring that all accidents (including near misses) occurring within their department are promptly reported and investigated using the appropriate forms etc.

## **Other Employee Duties**

Under the Health and Safety at Work Act etc. 1974 all employees have general health and safety responsibilities. Staff must be aware that they are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions.

All employees have a responsibility to:

- Comply with the Health and Safety Policy
- Carry out health & safety related training as instructed
- Report all accidents and near misses
- Report all defects in condition of premises or equipment and any health and safety concerns immediately to their line manager.
- Report immediately to their line manager any shortcomings in the schools' arrangements for health and safety.
- Co-operate with the schools' leadership and management on all matters relating to health and safety.
- Inform the schools management if something happens that might affect their ability to work safely, eg suffering an injury, taking prescribed medication, or becoming pregnant etc.
- Ensure that they only use equipment or machinery that they are competent / have been trained to use.
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons.

## **First Aid Co-ordinators**

The First Aid Coordinator will be responsible for:

- Maintaining school and student records of first aid support given to staff and pupils.
- Maintaining first aid kit stocks and records In conjunction with the school office, collecting data including administration of medication, Personal Health Plans, consent forms and medication retained, and keeping it up to date at all times.
- Checking that all medication held on the school site is stored and labelled appropriately and is within its use by date and informing the school office when any medications need renewing.

## **Administration of Medication** (also see separate policy)

Each school must have a named person responsible for:

- Administering prescription medicines when parental consent has been obtained to do so.
- In conjunction with the First Aid Coordinator, collecting data including administration of medication, Personal Health Plans, consent forms and medication retained, and keeping it up to date at all times.
- Requesting and collecting new or renewed medication from parents/guardians and passing this to the First Aid Coordinator for appropriate storage.
- Administering medication and liaising with the Health and Safety Team, Health Centre, School Nurses and parents as appropriate.
- Managing the input, maintenance and retrieval of all medical data in respect of pupils and staff at the School, ensuring that confidential information is held securely.

## **Appointed Educational Visits Co-ordinator (EVC)**

The Educational Visits Coordinator's responsibilities are to:

- Co-ordinate off-site visits and ensure that effective health and safety management arrangements are in place for pupils, staff and volunteers.
- Ensure that suitable risk assessments have been recorded for the activity and suitable and sufficient actions and procedures have been implemented.
- Ensure that advice from the inclusion lead is sought if applicable for individual pupils.
- Communicate all relevant information and arrangements to providers of off-site visits, staff, pupils and parents / carers of pupils to ensure that the key learning objectives of the visit can safely be achieved.
- Recommend each visit to the Head of School for final authorization
- Obtain approval from the external competent support for Category C and/or residential visits

## **Competent Health and Safety Advisor**

CMAT will seek competent Health and Safety advice from an external provider to assist in discharging its health and safety responsibilities.

A summary of the Service Level Agreement is as follows:

- Provide timely health and safety advice, support and training to the trust, schools and their staff
- Support the CMAT in ensuring that all Members Trustees, Governors and members of staff are aware of their duties and responsibilities in relation to health and safety, in line with UK legislation and any forthcoming legislation, and how to implement those duties to full effect
- Undertake pro-active monitoring such as workplace inspections / audits and health checks
- Explain and offer constructive feedback of the findings of the audits to senior managers in a style that achieves legal compliance and 'buy in'. The findings of audits and inspections, in part, will feed into the strategic health and safety plan for the Trust.

## **CASCADE MULTI ACADEMY TRUST**

### **HEALTH AND SAFETY POLICY**

#### **ARRANGEMENTS for Whiteways Primary School**

These arrangements are specific to each school and will help to ensure that the aims and objectives of the Cascade Multi Academy Trust's Health and Safety Policy are implemented. Schools must add anything that is missing from this schedule and any such additions must be reported to the school's Health & Safety Committee.

#### **Health and safety poster**

The Health and Safety Information for Employees Regulations requires the school to display an approved poster. The poster at this school is displayed in the staff room.

#### **1. Accident Reporting, Recording and Investigation**

- All accidents must be reported to the designated first aiders who are on lunchtime duty or teachers in school time.
- Any accidents which are reportable under the Reporting of Injuries Diseases and Dangerous occurrences Regulations (RIDDOR) must be notified to the Trust's external competent advisor and the Trust Facilities Lead. Fatal or major injuries must be reported immediately to the Head of School, CEO and the external competent advisor.
- Details of all accidents will be brought to the attention of the schools health and safety committee, where they are discussed and trends can be identified. If required, measures to prevent reoccurrence will be implemented.

#### **2. Asbestos**

Each school where asbestos exists will have an Asbestos Management Plan. A copy of this must be held by the school's reception / office and be available for all staff to view. All contractors must read and sign the asbestos register before commencing any work. An annual re-inspection of areas containing asbestos will be arranged by the Trust Facilities Manager.

#### **3. Bodily Fluids & Clinical Waste**

All staff notify the site team of any spillages or accidents. The site team will use spill kits to clean these up and dispose of the waste in conjunction with the proper procedures.

#### 4. Compliance - premises compliance

Premises compliance responsibilities are shared between the Site staff of the Business Support Team (overseen by the COFO and Trust Facilities Manager) and the school, as show below. The Trust currently uses a simple excel spreadsheet to monitor premises compliance. However plans are in place to develop a more robust system. At PFI schools all premises compliance is the responsibility of the PFI service provider.

| <u>Activity</u>                             | <u>Owner</u>     | <u>Contractor / in house</u> | <u>Due every</u>  |
|---------------------------------------------|------------------|------------------------------|-------------------|
| <b>Asbestos</b>                             |                  |                              |                   |
| Asbestos Survey                             | Business Support | Contractor                   | 1 Year            |
| Asbestos visual inspection                  | School           | In house                     | 6 months          |
| <b>Automated equipment</b>                  |                  |                              |                   |
| Automatic doors                             | School           | In house                     | 1 Week            |
| Automatic doors                             | School           | Contractor                   | 1 year            |
| Automated Gates Inspection and Service      | School           | Contractor                   | 1 Year            |
| Lift Inspection                             | School           | Contractor                   | 6 months          |
| <b>Catering</b>                             |                  |                              |                   |
| Catering Equipment Annual Inspection        | Business Support | Contractor                   | 1 Year            |
| <b>Classroom</b>                            |                  |                              |                   |
| Design & Technology Machinery Inspection    | Business Support | Contractor                   | 1 Year            |
| Kiln inspection                             | School           | Contractor                   | 1 Year            |
| PE/Gym Equipment Inspection                 | School           | In house                     | 1 week            |
| PE/Gym Equipment Inspection                 | School           | Contractor                   | 1 Year            |
| <b>Electrical and energy</b>                |                  |                              |                   |
| Display Energy Certificate                  | Business Support | Contractor                   | 1 Year / 10 years |
| Electrical Periodic Fixed Wiring inspection | Business Support | Contractor                   | 1 Year            |
| Microwave Testing                           | Business Support | Contractor                   | 1 Year            |
| Portable Appliance Testing                  | Business Support | Contractor                   | 1 Year            |

|                                                                           |                  |            |                   |
|---------------------------------------------------------------------------|------------------|------------|-------------------|
| <b>External</b>                                                           |                  |            |                   |
| Playground equipment inspection                                           | School           | In house   | 1 week            |
| Playground equipment inspection                                           | School           | Contractor | 1 Year            |
| Tree Survey                                                               | Business Support | Contractor | 1 Year            |
| <b>Fire safety and security</b>                                           |                  |            |                   |
| CCTV Inspection                                                           | School           | Contractor | 1 Year            |
| Emergency Lighting Flick Test                                             | School           | In house   | 1 month           |
| Emergency Lighting Test                                                   | Business Support | Contractor | 1 Year            |
| Fire Alarm Service                                                        | Business Support | Contractor | 6 Month           |
| Fire Alarm weekly audible test                                            | School           | In house   | 1 Week            |
| Fire Safety Risk Assessment                                               | School           | In house   | 1 year            |
| Fire Safety Risk Assessment                                               | Business Support | Contractor | 3 years           |
| Firefighting Equipment Inspection                                         | Business Support | Contractor | 1 Year            |
| Intruder Alarm Service                                                    | Business Support | Contractor | 6 months / 1 year |
| <b>Gas safety and plant</b>                                               |                  |            |                   |
| Air Conditioning Service                                                  | Business Support | Contractor | 6 Month           |
| Air conditioning TM44 certification                                       | Business Support | Contractor | 5 years           |
| Gas Boiler Inspections, Gas Tightness (CP15) & Mechanical Plant Servicing | Business Support | Contractor | 1 Year            |
| Pressure Vessels                                                          | Business Support | Contractor | 1 year            |
| <b>Water hygiene</b>                                                      |                  |            |                   |
| Disinfection of Water Tank                                                | School           | Contractor | 1 Year            |
| Legionella prevention & Water Temperature Check                           | Business Support | Contractor | 1 Month           |
| Legionella Risk Assessment                                                | Business Support | In house   | 1 year            |
| Legionella Risk Assessment                                                | Business Support | Contractor | 3 years           |

## **1. COSHH (Control of Substances Hazardous to Health)**

- An inventory of all hazardous substances used on site must be held by the Building Supervisor / Caretaker and reviewed regularly.
- All regularly used products will have material safety data sheets (MSDS).
- The arrangements for the delivery of hazardous substances to schools will be managed by the estates team / site staff.
- Any new products that are brought into schools that have a hazard warning symbol and there is a 'significant' risk of harm from the product in its use, miss-use, quantities or storage, will require a risk assessment to be undertaken.
- The Trust Facilities Manager will maintain a record of hazardous substances used by the cleaning contractor.
- Any decanted substances should clearly display the product name, information, dilution rates and safety information.

## **2. Defect Reporting Procedures**

- All staff have a responsibility for their own and others health and safety and are therefore responsible for ensuring that any defective, damaged, poorly maintained or untested equipment is reported. In this school, defects should be reported to the Building Supervisor / Caretaker.
- Any faulty equipment must be taken out of use and if appropriate labelled 'Do not use'. Information about the faulty equipment should be brought to the attention of the appropriate Line Manager, so it can be logged, actioned and monitored.

## **3. Display Screen Equipment (DSE)**

CMAT complies with the HSE guidance on 'Working with display screen equipment'. For the purposes of this policy a 'DSE user' is defined as a member of staff who habitually uses display screen equipment daily as a significant part of their normal work, including regular daily spells of an hour at a time using DSE.

- For 'users' a DSE assessment should be carried out by their line manager or as a self-assessment.  
Staff identified as DSE 'users' are entitled to an eyesight test every 2 years by a qualified optician paid for by the Trust. If the test shows that the user needs glasses specifically for DSE work, the Trust will make a financial contribution towards the cost (which could be in the form of a voucher)

#### **4. Educational Visits**

Where a school carries out educational visits, it will have a named Educational Visits Co-ordinator (EVC) who will ensure that:

- Activities will be led by appropriate Group Leaders who will take responsibility for ensuring that where necessary pre-site visits are made and they will complete the necessary Risk Assessments before departing.
- The arrangements for high risk and residential visits are checked by the Trust's external competent advisor
- All visits are approved by the Head of School
- Group Leaders will be responsible for ensuring:
  - Staff are fully briefed
  - Staff to pupil ratios are assessed and are adequate for the trip.
  - Parents and carers receive relevant information about the visit
  - Advice from the school's inclusion lead is sought if applicable for individual pupils.
- Volunteers on any off-site visits will be provided with a briefing of their roles, safeguarding issues and be provided with relevant information including risk assessments.
- All volunteers and staff will be DBS checked

Please refer to the Educational Visits Policy for further guidance

#### **5. Electrical Equipment (Fixed and Portable)**

- Any electrical faults should be reported immediately to the site team. Faulty fittings (e.g. cracked sockets etc) should be isolated until repaired.
- Portable appliance testing (PAT) is arranged by the Trust Facilities Manager.
- Staff must not bring electrical items in from home.
- The periodic inspection of fixed electrical installations is arranged by the Trust Facilities Manager. Electrical extension leads must be only as a temporary measure and must be fully unwound. Multiple socket adaptors must not be used.
- Third parties hiring school facilities must provide evidence that any electrical equipment brought on to school premises has passed a PAT test within the last year.

#### **6. Fire and Emergency Procedures**

- All fire appliances and installed fire safety systems will be checked in line with recognised best practice and British Standards by specialist personnel. Responsibility for arranging such checks and maintenance rests with the Trust Facilities Manager.
- Fire alarms will be tested on a weekly basis using a different call point each time and the results should be recorded. This is the responsibility of the school's Building Supervisor / Caretaker.
- Portable fire-fighting equipment and emergency lighting will be visually checked on a monthly basis and the results should be recorded. This is the responsibility of the school's Building Supervisor / Caretaker.

- Fire Drills will be held a minimum of three times per year. A record must be kept of each drill to include evacuation time, observations and follow up required, which must be reported to the Health & Safety Committee. This is the responsibility of the school's Building Supervisor / Caretaker.
- Clear instructions must be issued to staff regarding the nearest fire call point, fire extinguisher, the means of escape and assembly points during fire drills. These instructions must be issued on the first day of employment as part of the induction process.
- Fire risk assessments will be carried out with a combination of competent advice and assistance. A review of the fire risk assessment will be completed at least annually or if/when things change that may affect the original assessment. This is the responsibility of the Trust Facilities Manager.

## **7. First Aid**

This is covered in the Organisation and Responsibilities of this policy.

## **8. Glass and Glazing**

Glazing will be subject to regular condition surveys carried out by the Trust. These will be carried out every 5 years.

## **9. Health and Safety Committees**

The Health and Safety Committee is in place to monitor the separate areas and systems of health and safety management and provides the overarching overview to successful application of this policy within the school.

The Health & Safety Committee must include: -

- Head of School or designated senior leader
- Most senior school based premises operative
- One teaching and one support staff representative
- At PFI schools the attendance of a representative of the PFI service provider is encouraged.

The committee can create its own terms of reference but the agenda should include:

1. Accidents of note since the last meeting, how many accidents in total and are there any trends.
2. Building works/modifications planned.
3. Review of action plan following audits / site inspections.
4. Risk assessments
  - monitor review schedule
  - focus on high risk departments
5. Training
  - monitor completion of mandatory training
  - identify training needs
6. First Aid provision / qualifications etc.
7. Review of processes for risk assessing and authorising educational visits.
8. Inspection findings and required actions.

## **15. Health and Safety Training**

Any Health and Safety training deemed necessary to any staff (including first aid) should be arranged through the Business Support Manager.

## **16. Infectious Diseases**

The Health Protection Agency poster on guidance on infection control in schools and other childcare issues is located in the medical room (located in the office).

## **17. Inspections - site health and safety inspections**

A programme of site inspections will be agreed each year by the Audit & Risk committee and implemented by the COFO

## **18. Lettings**

- Conditions for lettings must be set out on the Letting Form which must be completed accordingly.
- Details of the schools emergency contact details are provided to the hirer.
- Emergency procedures and arrangements must in place and both parties must be aware of individual responsibility in the event of an emergency.
- Hirers' risk assessments may be requested along with copies of insurance certificates.
- The hirer must inform the school of any damage, equipment failure or faults with the fabric of the building.

Please refer to the CMAT Lettings Policy for further guidance

## **19. Lone Working**

Lone workers are those who work by themselves without close or direct supervision and are found in a wide range of situations. Staff should avoid lone working wherever possible. If a staff member finds themselves in a lone working situation, they must always carry a mobile phone for emergency use and let others know where they are going and how long they intend to be. Ladders or any other equipment that might result in personal injury must not be used.

Emergency call outs out of school hours must not be attended to initially by unaccompanied Trust employees. First response must be provided by the Trust's retained external security company (arranged through Business Support), who may then request the presence of an employee.

Please refer to the Lone Working Risk Assessment for further advice and guidance

## **20. Manual Handling**

Staff must:-

- Avoid hazardous manual handling operations so far as is reasonably practicable.
- Act according to any medical advice
- All staff whose duties could include manual handling / lifting must be provided with suitable information and training.
- Ensure they are physically capable of safely completing a manual handling task.
- Use mechanical aids whenever possible and/or undertake team manual handling.

Manual handling risk assessments should be carried out for all tasks that may pose a risk of injury to school staff.

Please refer to the Manual Handling Risk Assessment for further advice and guidance

## **21. Online safety**

Please refer to the CMAT Online Safety Policy

## **22. Personal Protective Equipment**

- Personal Protective Equipment (PPE) will be provided free of charge and must be used where it is identified as a control measure.
- The Head of Department is responsible for periodic checking of the equipment and the teachers or responsible adults are responsible for ensuring the equipment is worn by the pupils when required.
- Pupils will be provided with information, instruction and supervision when there is a requirement to wear PPE as a control measure.

## **23. Risk Assessments**

- Risk Assessments are completed for all activities where there is a foreseeable risk of injury or harm occurring.
- Risk Assessments are available for staff to view and are stored in staff room.
- Blank risk assessment forms can be obtained through the Trust's external competent advisor
- Senior leaders / Heads of Department should have a copy of the risk assessments relevant to them.
- All staff must make themselves aware of the risk assessments applicable to their roles and activities. They must highlight any requirements for a review, amendments or additions to risk assessments.
- Risk assessments will be reviewed regularly. High risk faculties e.g. Science, Art, DT, PE should review their Risk Assessments annually as a minimum;
- A specific Risk Assessment for expectant mothers will be undertaken.
- All educational visits will have recorded risk assessments.

## **24. Safeguarding**

- The Board of Directors fully recognises its responsibility under section 175 of the Education Act 2002 to safeguard and promote the welfare of children and to work together with other agencies to ensure there are adequate arrangements within each school to identify, assess, and support children who are suffering harm.
- CMAT has a Child protection (Safeguarding) Policy which is reviewed annually;
- The Trust has appointed a lead safeguarding officer
- Each school will have at least two identified Safeguarding leads;
- All staff will receive safeguarding training on appointment which will be updated on a regular basis.

Please refer to the Child Protection (Safeguarding Policy) for further advice and guidance

## **25. Snow Removal**

The Head of School will make the decision whether to open the school in the event of adverse weather. The Building Supervisor / Caretaker is responsible for clearing snow and gritting suitable pathways to allow access to the school site. Site staff should adhere to the gritting plan available and prioritise areas where necessary.

Please refer to the Slips, trips & falls Risk Assessment for further guidance

## **26. Smoking**

Smoking is not permitted on any CMAT premises

## **27. Staff Consultation**

The Head of School will make arrangements for full and proper consultation with employees on health and safety matters. The Business Support team will co-ordinate consultation that impacts staff across the Trust.

## **28. Transport – use of**

- All staff or authorised volunteers transporting pupils, volunteers or other staff in a minibus, whether owned by the Trust or otherwise, must hold current valid MiDAS certification and appropriate drivers licence.

## **29. Violence to Staff**

- Head of Schools are responsible for assessing the risks of violence to staff.
- Staff must report incidents of violence and aggression to the Head of School.
- Staff are asked to complete an incident report form which will also act as a record of such episodes.
- CMAT may refer any incidents of violence or aggression towards staff to their legal advisor.

**30. Water Hygiene**

- A copy of the current Legionella Risk Assessment for each site is held by the Trust Facilities Manager
- An external contractor is used to carry out the requirements of water testing under L8 guidance. This is arranged by the Trust Facilities Manager
- The site team carries out regular flushing and temperature recording.

**31. Well being**

- If employees are experiencing any problems in relation to stress they are encouraged to report this to their line manager or one of the HR team in the first instance.
- Employees have access to wellbeing support through Schools Advisor Service, Listening Services and Space to Breathe.

**32. Working at Height**

- Activities which require work at height should be identified and eliminated where possible.
- Where it is not possible to eliminate work at height, all reasonable steps should be taken to minimise any risks
- Risk Assessments prior to commencement of any working at height activity will be undertaken. It is the responsibility of the person involved to ensure this takes place.
- Staff should only use the equipment they are trained to use, unless it is low level kick stools or steps and they should wear the appropriate clothing and footwear.
- Pupils are not permitted to use access equipment. Information, instruction and supervision will be provided to specific pupils that may use access equipment for school related activities.
- Contractors are expected to provide their own equipment and will not be permitted to use the schools equipment.

**33. Work Equipment**

- All work equipment used on the premises should be fully inspected upon installation.
- All work equipment must undergo an annual recorded maintenance and service inspection by a competent person.
- Any defects should be reported to the Building Supervisor / Caretaker
- Employees must not use their own equipment.
- Staff must ensure that they are appropriately trained to use equipment
- Heads of School, Leaders and Managers are responsible for ensuring a suitable and sufficient Risk Assessment has been carried out prior to the use of such equipment. Examples of work equipment are site staff power tools, access equipment, lifting equipment etc.

**34. Work Experience/placement pupils**

- A nominated person will provide guidance on student work experience placement. The nominated person will also carry out the initial placement risk assessment and ensure all suitable and relevant checks are carried out on the work experience provider. Health and safety induction to work experience pupils and a work placement risk assessment is expected to be undertaken by the placement employer.

## 35. Play Equipment

### Gym Equipment

All staff should check PE apparatus before use and report any defects to the Building Supervisor / Caretaker

- Any faulty equipment must be taken out of use and if appropriate labelled 'Do not use'.
- The PE equipment is inspected annually through the Premises Servicing Package.

### Outdoor play equipment

- External play equipment will only be used when appropriately supervised.
- Such equipment will be checked by the teacher for any apparent defects and particularly for contamination by animals. Any defects should be reported immediately to the Building Supervisor so that remedial action can be taken.
- Any faulty equipment must be taken out of use and if appropriate labelled 'Do not use'.
- The outdoor play equipment is inspected annually through the Premises Servicing Package.
- Risk Assessments must be carried out for play equipment.

<sup>2</sup> CLEAPSS covers:

<sup>3</sup> Association for Physical Education

- health and safety including model risk assessments,
- chemicals, living organisms, equipment,
- sources of resources,
- laboratory design, facilities and fittings,
- technicians and their jobs,
- D&T facilities and fittings