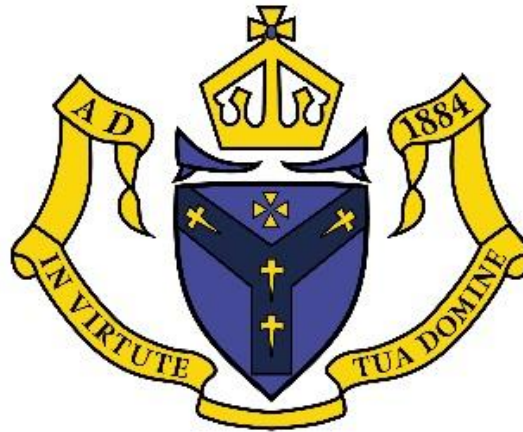


*Creative, courageous and aspirational in the strength of God.*  
**Sissinghurst Church of England VA Primary**



The Governors and Staff of Sissinghurst (VA) Church of England Primary School believe the policies and procedures we write help us to continuously improve the school and develop our pupils to become life-long learners and valuable citizens of the future.

Our School Vision

We are a strong 'family', passionate about providing creative and aspirational learning opportunities. We are courageous advocates for the planet, learning to speak out for others' locally, nationally and globally. Rooted in the strength of God, we respect, cherish and nurture the unique abilities of each member of our community.

We are dedicated to providing an education of the highest quality within the context of Christian belief and practice. Our Christian values of:

Kindness Forgiveness Courage Service

<b>Policy Title:</b>	<b>Health and Safety Policy</b>
<b>Date:</b>	<b>September 2021</b>
<b>Review Date:</b>	<b>September 2022</b>
<b>Reviewed By:</b>	<b>Sue Branson</b>
<b>Approved By:</b>	<b>Scott Martin Health and safety Governor</b>

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**Kent County Council – Education and Young People’s Services**

**Health and Safety at Work Act 1974**



**Health and Safety Policy Statement of Sissinghurst (VA) Church of England Primary School**

**Statement of Intent:**

The Headteacher and governors are committed to establishing and implementing arrangements that will:

- ensure staff and pupils are safeguarded when on school premises, or engaged in off-site activities (e.g., school trips, sports events etc.).
- ensure the premises for which they are responsible have safe access and egress for all staff, pupils and visitors.
- provide adequate facilities and arrangements for welfare.
- provide and maintain safe plant and safe systems of work without risks to health.
- ensure safe use, handling, storage and transport of articles.
- provide suitable information, training, instruction and supervision to keep all staff, pupils and visitors safe.

<b>Headteacher</b>	
<b>Signature</b>	
<b>Date</b>	

<b>Chair of Governor</b>	
<b>Signature</b>	
<b>Date</b>	

## **(A) ORGANISATION**

### **1. Employer Responsibilities**

The Governing Body as the employer has a statutory duty in respect of health and safety to ensure that premises and people are healthy and safe.

The responsibility is devolved to the Headteacher, who has day to day responsibility for staff, pupils and others as 'officer in charge' of the premises.

The Headteacher will ensure the overall implementation of the policy.

### **2. Headteacher Responsibilities**

- To ensure this policy is reviewed annually, or before if there are any changes in circumstances;
- To ensure that employee responsibilities regarding health and safety are included in relevant job descriptions and are properly understood;
- To include health and safety issues in the school improvement plan, if necessary;
- To carry out regular health and safety inspections (at least three times a year) and take remedial action as appropriate;
- To undertake risk assessments, record significant findings, and review annually, or before if there is a change in circumstance;
- To receive and deal promptly with raised issues or complaints about unsafe premises, equipment or work practices;
- To liaise with the Diocesan Board of Education, Canterbury Diocesan Enterprise Ltd and other building maintenance consultants and contractors as appropriate to resolve property maintenance issues;
- To ensure that the requirements of any enforcement officer (e.g., HSE Inspector, Environmental Health Officer, Fire Liaison Officer, or Environmental Agency Inspector) are properly addressed;
- To ensure that emergency evacuation procedures are in place and tested;
- To ensure that adequate first aid provision is available and kept up to date;
- To report health and safety issues to the Governing Body on a regular basis and upon completion send a copy of the outcome of the regular health and safety inspections to the Health and Safety Governor;
- To monitor and review all health and safety policies and procedures.

**NB:** Tasks can be delegated to other staff members but the responsibility for implementation of the policy remains with the Headteacher.

### **3. Governors' Responsibilities**

- Responsibility for the health and safety of pupils lies with the Governing Body of the school.
- The Governing Body will promote a strategic overview for health and safety.
- The Governing Body will take all reasonable measures to ensure that the premises and equipment on site are safe and do not put the health or safety of staff, pupils or visitors at risk while they are on the premises.
- The Governing Body will make adequate provision for maintenance of the school premises and equipment

within the school's delegated budget.

- The Governing Body will support and monitor health and safety within the school.
- The Governing Body can consider appointing a governor to coordinate health and safety from a strategic point of view.

**Name of Appointed Health and Safety Governor: Mr Scott Martin**

#### **4. Staff Responsibilities**

- Staff must take reasonable care of their own health and safety and that of others who may be affected by what they do or fail to do.
- Staff will co-operate with their employer on health and safety matters.
- Staff will not interfere with anything provided to safeguard their health and safety or that of others.
- Staff have a duty to report all health and safety concerns to the Headteacher or their line manager.

#### **5. Area Education Officers (AEO)**

- The AEO will take responsibility for the strategic overview of health and safety matters in schools, and report concerns to the Corporate Director of Education and Young Person's Services.
- The AEO will raise specific health and safety issues with the health and safety unit.

**Name of AEO: Mr Nick Abrahams**

[nicholas.abrahams@kent.gov.uk](mailto:nicholas.abrahams@kent.gov.uk) - 03000 410058

#### **6. The Diocese**

The Diocese of Canterbury is responsible for ensuring that regard is given to health and safety concerns in preparing programmes of major works and improvements. They may choose to delegate this to another body.

#### **7. Canterbury Diocesan Enterprise Ltd**

The Headteacher and Business Manager take responsibility for liaising with the Canterbury Diocesan Enterprise Ltd team and any consultants or contractors.

#### **8. Safety Representatives**

Safety representatives of a Trade Union have the following functions:

- Represent employees generally and when you consult them about specific matters that will affect the health, safety and welfare of the employees.
- Represent employees when Health and Safety Inspectors from HSE or Local Authorities consult them.
- Investigate accidents, near misses, and other potential hazards and dangerous occurrences in the workplace.

- Investigate complaints made by an employee they represent about their health, safety or welfare in the workplace.
- Present the findings of investigations to you.
- Inspect the workplace;
- With at least one other appointed representative, request in writing that you set up a health and safety committee and attend Health and Safety Committee and meetings as a representative of your employees.

### **Names of Trade Union Representatives:**

**Contact details: See page 12**

## **9. Consultation with Employees**

It is a legal requirement to consult with employees on health and safety issues. A Safety Committee is where formal consultation with employees takes place, but individual and group staff meetings are also appropriate forums for communication on health and safety matters and concerns.

**Health and Safety is a standing item on all staff meeting agendas.**

## **10. Information, Instruction and Supervision**

Under health and safety law it is a legal requirement to display or provide a leaflet version of the Health and Safety Law poster.

- A copy of the Health and Safety Law Poster can be found:

**Location of Poster: Staff Room**

- Supervision of young workers/trainees will be arranged/undertaken/monitored by the Headteacher or other delegated key members of staff.

The Headteacher will supply adequate information, instruction and supervision for all staff, pupils and visitors to ensure their health and safety.

## **11. Competency for Health and Safety Tasks and Training**

- Induction training will be ensured for all members of staff by the Headteacher.
- Training will be identified, arranged and monitored by the Headteacher and the governing body.
- Staff are also responsible for drawing to the attention of the Headteacher their own personal training needs.
- Training records will be easily accessible for audit purposes and will be kept up to date.

**The person responsible for holding the records is: SBM (file in office)**

## **12. Monitoring**

- The Headteacher will check working conditions and ensure that safe working practices are being followed. Regular inspections will be undertaken of the school building and grounds three times a year.
- Sue Branson is responsible for investigating accidents although the accountability lies with the Headteacher.
- The Headteacher is responsible and accountable for investigating work-related causes of sickness and

absences.

- The Headteacher is responsible and accountable for acting on investigation findings in order to prevent a reoccurrence.

## **(B) PRACTICAL ARRANGEMENTS**

### **1. School Activities**

- The Headteacher will ensure that risk assessments are undertaken. See *Annex 10*
- The significant findings of all risk assessments will be reported to the Governing Body and to all relevant staff, contractors and visitors who may be affected.
- Any actions that are required to remove or control risks will be approved by the Headteacher or their delegated responsible person.
- The Headteacher or delegated responsible person will check that the implemented actions have removed/reduced the risks, and
- All risk assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest.

#### **Curriculum Safety Risk Assessments:**

*List kept in Risk Assessment file in the office.*

### **2. Visitors**

- All visitors shall be directed by clear signage to the reception and must report to the school office, where appropriate arrangements for the signing in and out and identity badges will be provided, noting registration numbers as appropriate.
- All visitors shall be made aware of the school's fire arrangements in the event of a fire.
- All visitors shall be made aware of the school's emergency procedures.

### **3. Fire and Emergency Procedures**

- The Headteacher is responsible for ensuring the fire risk assessment is undertaken, controls are implemented and that it is reviewed annually.

#### **Names of fire wardens:**

*Joanna Langton – Headteacher / Malcolm Humberstone – Caretaker*

Emergency exits, assembly points and assembly point instructions are clearly identified by safety signs and notices.

#### **Evacuation map and fire procedure by every exit door from classrooms and offices.**

Map detailing all evacuation routes and firefighting equipment in reception area next to fire alarm panel and in office. Assembly point 1. Playground 2. Field

Emergency evacuation will be practiced three times a year and a record will be kept by:

**Caretaker (file in office)**

**Kent Fire and Rescue will be contacted by: A member of the SLT**

## Receptionist or SBM

- Regular testing of fire alarms will occur:

### Weekly on Friday evenings by Mr Humberstone

- The fire log book will be kept:

### Caretaker file kept in the school office

## **4. Fire Fighting**

Staff should only use fire extinguishers if trained in how to operate them safely. If trained, they should only use the extinguisher if confident to do so and not put themselves or others at undue risk. There should always be a clear escape available. Ensure the alarm is raised BEFORE attempting to tackle a fire.

All chemicals will be stored in accordance to the Control of Substances Hazardous to Health (COSHH) assessment. List of hazardous substances will be provided to fire officer in the event of a fire.

### **Name of Responsible Person for Fire Safety:**

Joanna Langton – Headteacher, with the support of the Caretaker

### **Maintenance of Fire Precautions:**

The Headteacher will ensure regular maintenance of:

1. Fire extinguishers
2. Fire alarms
3. Fire doors
4. Fire safety signs and identification of escape routes
5. Emergency lighting and other emergency equipment

## **5. Bomb Alerts.**

Bomb alerts, will be dealt with in accordance with the school's emergency planning arrangements.  
See Annex 1

- The Headteacher is responsible for ensuring the bomb alert procedures are undertaken and implemented.
- Guidance on bombs/suspicious devices or packages will be circulated to staff annually.

## **5a. Lockdown and Evacuation Procedures.**

Lockdown and evacuation procedures are dealt with in the school's Emergency Procedures Policy which can be found on the school's website.

- Trial runs of lockdown and evacuation procedures will be held by the school and a record will be kept by:

### Caretaker (file kept in school office)

## **6. First Aid Arrangements**

- The Headteacher will ensure that there are an appropriate number of designated and trained first



aiders in the school.

### **A list of first aiders and contact details can be found: In the school office**

· The Headteacher will ensure that there are an appropriate number of first aid boxes, with instructions.

**The first aid boxes are located at:** School office-medical room. Each Class has a first aid box/rucksack. Midday Supervisors use first aid kits. Evacuation box has full first aid pack. First aid pack fixed to wall in hall for clubs and lettings.

A first aid risk assessment will be carried out by the Headteacher to determine the above factors. See *Annex 2*

· The school will follow the procedure for completion of incident / accident records. HS157, HS160, F2508. See *Annex 3*

· The school will follow the KCC procedures for reporting of injuries as stated in the KCC accident book.

· All reportable incidents under RIDDOR '95 will be reported to the HSE by the school.

**HSE Contact Details:** <http://www.hse.gov.uk>

**Contact Centre:** 03000 031741 - during office hours (8.30am to 5.00pm Monday-Friday)

**Incident Contact Centre:** International House, Dover Place, **Ashford**, Kent TN23 1HU - Fax: 01233 634827

· Parents will be invited to complete the consent form for medical treatment in accordance with school policy and DFE guidance.

## **9. Information Technology**

· The Headteacher will ensure that suitable arrangements are in place for the use of Information Technology.

· Information Technology will be installed safely, with due consideration given to ventilation for server rooms and computer suites and to hazards such as asbestos and working at height.

· Where laptops are used, safe systems of work including charging and use of trolleys will be devised.

· Assessments for users of Display Screen Equipment (DSE) will be carried out in accordance with the Health and Safety (DSE) Regulations 1992 (as amended in 2002).

· The KCC guidance on interactive whiteboards will be followed. See *Annex 4*

## **10. Legal Requirements for Premises**

· The school will comply with the requirements of the Workplace (Health, Safety and Welfare) Regulations 1992 with regard to facilities for staff such as lighting, heating, ventilation, space, condition of floors and general welfare facilities.

· The school will comply with the arrangements of the Education (School Premises) Regulations 1999 with regard to school facilities such as washrooms for pupils and staff, medical accommodation and indoor temperatures.

## **11. Safe Handling and Use of Substances**

· The Headteacher is responsible for identifying all substances which need an assessment under the Control of Substances Hazardous to Health (COSHH) Regulations 2002.

- The Headteacher or delegated responsible person will be responsible for undertaking COSHH assessments.
- The Headteacher will be responsible for ensuring that all relevant employees are informed about the COSHH assessments. *See Annex 5*
- The Headteacher will be responsible for checking that all new substances can be used safely before they are purchased.
- COSHH assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest.

## **12. Inspection of Premises, Plant and Equipment**

- The Headteacher will arrange for formal inspections of the premises, plant and equipment to take place three times a year and draw up an effective maintenance programme. *See Annex 6*
- All identified maintenance will be implemented.
- Routine checks may be undertaken by a combination of class teachers, governors, caretaking staff and the Headteacher/deputy head using the checklists. *See Annex 6.*
- Access to store rooms; boiler rooms; tank and plant rooms should also be checked, including checking for inappropriate storage of ladders and other equipment.

## **13. Legionella Management**

The Headteacher will arrange for a water hygiene risk assessment to be carried out by KCC Property and Infrastructure Support every two years in line with statutory requirements. Assessments identify if there are areas where conditions are such that legionella bacteria could grow; list any required works; and include details of future monitoring requirements that the school is responsible for. Therefore, all identified remedial works will be incorporated into the school's maintenance programme.

Monitoring of the water system is also a statutory requirement and the school will ensure this is undertaken. This will include taking temperature readings, recording these in the log book and de-scaling spray outlets.

## **14: List of Risk Assessments, Policies and Procedures to complement this Policy**

- Control of chemicals hazardous to health (COSHH)
- Display Screen Equipment (DSE)
- Drugs and alcohol
- Electricity at work including portable appliance testing
- Emergency planning
- Fire – including responsibilities of the fire wardens
- First aid requirements
- Infection control
- Legionella
- Lone working
- Managing contractors
- Manual handling
- Off-site visits
- Pedestrian and people movement
- Playground supervision
- School events
- School facilities
- Slips, trips and falls
- Stress management
- Violence and aggression
- Working at height

## **(C) ON-LINE ANNEXES AND REFERENCES**

**Annex 1: Emergency Planning Guidelines for Kent Schools (Assistance with this document can be found on Kelsi)**

<http://www.kelsi.org.uk/running-a-school/maintenance-and-operations/emergency-planning>

**Annex 2: Guidance on First Aid for Schools – A Good Practice Guide Managing Medicines in Schools and Early Years Settings**

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/risk-assessment>

**Annex 3: Incident/Accident Reporting**

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/accident-reporting>

**Annex 4: COSHH Risk Assessments on Kelsi**

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/chemicals-coshh>

**Annex 5: Inspection Proforma on Kelsi**

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/management-of-health-safety>

**Annex 6: Fire Policy and other linked Documents**

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/fire>

**Annex 7: Heating Oil Storage and Management Checklist**

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/risk-assessment>

**Annex 8: Asbestos Policy and Docubox Contents**

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/premises-and-contractor-management>

**Annex 9: List of Hazardous Substances on the Premises**

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/chemicals-coshh>

**Annex 10: Health and Safety of Pupils on Educational Visits**

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/curriculum-topics>

## **(D) USEFUL CONTACTS**

### **KCC Health and Safety Unit**

Health and Safety Advice Line: Tel: 03000 418456 / Fax: 03000 420330

Location: Room 3.32 Sessions House, Maidstone, ME14 1XQ

### **Outdoor Education Unit**

Tel: 03000 413971 / Email: [outdoor.education@kent.gov.uk](mailto:outdoor.education@kent.gov.uk)

Location: The Swattenden Outdoor Centre, Swattenden Lane, Cranbrook, TN17 3PS

### **Client Services – Caretaking, Cleaners and Waste Management**

Janet Stein – Client Service Manager.

Tel: 03000 416050, Email: [janet.stein@kent.gov.uk](mailto:janet.stein@kent.gov.uk)

Location: Room m2.33, Sessions House, Maidstone, ME14 1XQ

### **Insurance and Risk Management**

Darryl Mattingly - Insurance and Risk Manager.

Tel: 03000 416440, Email: [darryl.mattingly@kent.gov.uk](mailto:darryl.mattingly@kent.gov.uk)

Location: Room 2.53 Sessions House. Maidstone. ME14 1XQ

### **Staff Care Services**

Occupational Health, Mediation Services, and Support Line. Tel: 03000 411411 Email: [occupational.health@kent.gov.uk](mailto:occupational.health@kent.gov.uk) Location: Park House, 110-112 Mill Street, East Malling, ME19 6BU

### **Classcare**

Email: [classcare.enquiries@kent.gov.uk](mailto:classcare.enquiries@kent.gov.uk) Website: [www.kent.gov.uk/property](http://www.kent.gov.uk/property)

Location: Room 1.44, Sessions House, County Hall, Maidstone, Kent, ME14 1XQ

### **Dioceses Property Services team (Diocesan Architectural Services Ltd)**

Tel: 01795 892220

### **KCC Property and Infrastructure Support –**

KCC Property Service Desk. Tel: 24 hours, 7 days per week: 03000 417878

Location: Contact Centre, Invicta House, County Hall, Maidstone, Kent, ME14 1XX

Steve Hamilton Statutory Services Manager (asbestos/legionella) Tel: 07920 548911

### **Health and Safety Executive**

Enforcement of Health and Safety Legislation.

Tel: 0845 345 0055 online reporting <https://extranet.hse.gov.uk/lfserver/external/F2508IE> Location: Local office: International House, Dover Place, Ashford, TN24 1HU

## **County Fire & Rescue Service**

Barry Healey, Station Manager – School Premises.

Tel: 01622 692121 Ext.7621

Location: Tunbridge Wells Fire Station, Grove Hill Road, Tunbridge Wells. TN1 1SD.

## **RIDDOR Incident Contact Centre**

The reporting service for work-related health and safety, RIDDOR incidents to the HSE. Website: [www.riddor.gov.uk](http://www.riddor.gov.uk). E-mail: [riddor@connaught.plc.uk](mailto:riddor@connaught.plc.uk).

Employment Medical Advisory Service (EMAS)

The Executive's Employment Medical Advisory Service (EMAS).

Tel: 02089 958503

Location: PO Box 3087, London W4 4ZP

## **Safe Practice in Physical Education and School Sport**

Association for Physical Education.

Tel: 0118 378 6240, email: [enquiries@afpe.org.uk](mailto:enquiries@afpe.org.uk) Website: [www.afpa.org.uk](http://www.afpa.org.uk)

Location: Room 117, Bredon, University of Worcester, Henwick Grove, Worcester. WR2 6AJ

## **Sustainability & Climate Change Team**

Deborah Kapaj – Sustainable Estates Programme Manager

Tel: 18002 03000 420019

Location: 2nd Floor, Invicta House, County Hall, Maidstone. ME14 1XX

## **Trade Union Representatives**

<b>John Paul</b>	NEU	<a href="mailto:John.paul@neu.org.uk">John.paul@neu.org.uk</a>
<b>Nicholas Smith</b>	NEU	<a href="mailto:Nicholas.smith@neu.org.uk">Nicholas.smith@neu.org.uk</a>
<b>Tom Hoskins</b>	NEU	<a href="mailto:tom.hoskins@neu.org.uk">tom.hoskins@neu.org.uk</a>
<b>Trevor Davies</b>	NASUWT	Bennett Memorial School
<b>Mark Dickinson</b>	NASUWT	Maidstone Grammar School for Girls
<b>Colin Mills</b>	NASUWT	Dane Court Grammar School, Broadstairs
<b>NASUWT email</b>	NASUWT	<a href="mailto:rc-southeast@mail.nasuwt.org.uk">rc-southeast@mail.nasuwt.org.uk</a>
<b>Mrs S J Barwick</b>	UNISON	Telephone: 03000 421019