



East Midlands
Education Trust

Health and Safety Policy

Spring 2021

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Contents

1	Health and Safety Policy Statement.....	3
2	Governance	3
3	Head Teacher	4
4	Delegated management responsibility	5
5	Health and Safety Manager / Representative.....	5
6	Teaching staff.....	7
7	All Employees.....	7
8	Students.....	8
9	Visitors.....	8
10	Control of Contractors	9
11	External Health and Safety Support.....	10
12	Accident reporting and investigation	10
13	Staff employed as part of the central team.....	13
	Appendix 1 – Schools delegated H&S responsibility list	14
	Appendix 2 – core competency training requirements	15

1 Health and Safety Policy Statement

- 1.1. Our Health and Safety Policy is outlined below and is endorsed by the EMET Board of Trustees, who accept full responsibility and require all employees to help in complying with our legal and moral duties. The Chief Executive Officer accepts the delegated overall responsibility for all operational matters for the Trust.
- 1.2. It is the policy of East Midlands Education Trust to ensure the health, safety and welfare at work of all its employees, pupils and visitors. In accepting this responsibility East Midlands Education Trust will ensure that
 - 1.2.1 A clear written policy statement is created which promotes the correct attitude towards safety in staff, students, visitors and contractors
 - 1.2.2 Responsibilities for health, safety and welfare are allocated to specific people and that these persons are informed of these responsibilities
 - 1.2.3 Persons have sufficient experience, knowledge and training to perform the tasks required of them
 - 1.2.4 Clear procedures are created which assess the risk from hazards and produce safe systems of work
 - 1.2.5 Sufficient funds are set aside to meet our responsibilities
 - 1.2.6 Health and safety performance is measured both actively and reactively
 - 1.2.7 The health and safety policy and performance is reviewed annually.

2 Governance

- 2.1 The responsibility for the implementation of the Trust health and safety policy at school level rests with the Local Governing Body.
- 2.2 The following statement will be adopted by the Local Governing Body in monitoring the health and safety objectives for the school with the aim of ensuring best practice in the management of health and safety
 - 2.2.1 To provide oversight in that safe and healthy conditions are provided for students, employees and others who may be affected by the school's activities
 - 2.2.2 To monitor adherence to statutory compliance and all relevant health and safety legislation

- 2.2.3 Monitor that adequate resources are assigned to the management of health and safety
- 2.2.4 Provide a Governor representative for Health and Safety
- 2.2.5 Carry out an annual H&S inspection and report

3 Head Teacher

- 3.1 The Head Teacher holds delegated accountability and responsibility for the implementation and compliance of health and safety in their school and will ensure the effective implementation of this policy by ensuring:
 - 3.1.1 This Policy is communicated to all relevant persons.
 - 3.1.2 Management responsibility for health and safety is effectively delegated within a school staff structure and documented on appendix 1.
 - 3.1.3 Staff are trained and are competent in relation to their duties.
 - 3.1.4 Appropriate consultation arrangements are in place for staff and their Representatives.
 - 3.1.5 All staff are provided with information, instruction supervision and training on health and safety issues.
 - 3.1.6 Ensuring effective health and safety management arrangements are in place for carrying out statutory requirements, regular inspections, surveys, risk assessments, implementing actions and submitting reports to Governors, Trustees and other agencies where necessary.
 - 3.1.7 Business Continuity Plans and Emergency procedures are in place.
 - 3.1.8 Accident data is monitored and investigations are carried out when required.
 - 3.1.9 A report to the local Governing Board on the health and safety performance of the school is completed termly, this can be done via the Head Teachers report.
 - 3.1.10 All new staff receive an induction and are provided with adequate information, instruction and training and are competent to carry out their roles.

4 Delegated management responsibility

- 4.1 Appendix 1 contains a list of where delegated health and safety responsibility roles has been assigned for each EMET School. This will include those with specific management duties and include; Health and Safety Representative, Heads of Department, Teachers, Services Managers, Technicians, Site Managers, Caretakers, Catering Managers and Cleaning Managers.
- 4.2 All managers with health and safety responsibility must;
 - 4.2.1 Apply their Health and Safety Policies to their own department or area of work and be directly responsible to the Head Teacher for the application of the health and safety procedures and arrangements.
 - 4.2.2 Develop health and safety policies/procedures in accordance with Trust policy which identify the key risks in their areas of responsibility and the organisation and arrangements for managing those risks.
 - 4.2.3 Carry out regular health and safety risk assessments of the activities for which they are responsible on an annual basis as a minimum.
 - 4.2.4 Ensure that all staff under their management are familiar with the health and safety procedures for their area of work.
 - 4.2.5 Resolve health, safety and welfare problems that members of staff refer to them, or refer to the Head Teacher any problems to which they cannot achieve a satisfactory solution within the resources available to them.
 - 4.2.6 Carry out regular checks of their areas of responsibility to ensure that equipment, machinery, furniture and activities are safe and record these checks where required.
 - 4.2.7 Ensure, as far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and students to avoid hazards and contribute positively to their own health and safety.
 - 4.2.8 Ensure all accidents are investigated appropriately and reported to the delegated Health and Safety Manager or Head Teacher.
 - 4.2.9 Contribute to the Governors Annual H&S inspection and report.

5 Health and Safety Manager / Representative

- 5.1 In EMET secondary schools this role can be delegated to a competent person by the Head Teacher. In Primary schools this role is often retained by the Head Teacher.

- 5.2 The H&S manager role is responsible for;
- 5.2.1 Acting as Health and safety representative for the school and advising staff as and when required.
 - 5.2.2 Ensuring all risk assessments are in place and updated at least annually.
 - 5.2.3 Ensuring that termly Health and Safety Meetings are carried out and recorded.
 - 5.2.4 Providing advice on health and safety training requirements.
 - 5.2.5 Promoting the H&S core competency training matrix so all staff meet the EMET minimum training requirements, appendix 2.
 - 5.2.6 Ensuring that accident data, dangerous occurrences or diseases that are notifiable are reported to the enforcing authorities and are recorded where appropriate on the online Notts County Council WellWorker reporting system.
 - 5.2.7 Leading on accident investigation and liaising with external organisations such as the emergency services and the HSE.
 - 5.2.8 Managing health assessments and personal risk assessments including Personal emergency evacuation Plans.
 - 5.2.9 Ensuring that statutory examinations of plant, equipment is carried out and defects arising are completed.
 - 5.2.10 Liaising with Notts County Council/ Derbyshire County Council Health and Safety service to ensure compliance.
 - 5.2.11 Ensuring adequate arrangements are in place for the security of School premises.
 - 5.2.12 Manage the first aid provision.
 - 5.2.13 All welfare facilities provided are maintained in a satisfactory state.
 - 5.2.14 Contractors working on site are managed, controlled and have undertaken pre checks to provide evidence of contractor insurance, health and safety policy, staff competence, appropriate accreditation and DBS checks.
 - 5.2.15 Risk Assessments and Method statements to be provided and checked before any work commences.
 - 5.2.16 Acting as the on-site project lead for any capital projects, liaising with external project professionals appointed by the Trust.

5.2.17 Ensuring the HSE Health and safety law poster is displayed in the School reception.

6 Teaching staff

- 6.1 Teachers are expected to exercise effective supervision of their students and to know the procedures in respect of fire, first aid and other emergencies, and to carry them out.
- 6.2 Teachers should not leave students unattended and must ensure that their actions do not lead to an insufficient adult to child ratio occurring in classrooms or other supervised areas at any time.
- 6.3 Give clear oral and written health and safety instructions and warnings to students as often as necessary.
- 6.4 Ensure the use of personal protective equipment and machinery guards are used where necessary.
- 6.5 Make recommendations to their Head Teacher on health and safety equipment and on additions or necessary improvements to plant, tools, equipment or machinery.
- 6.6 Integrate all relevant aspects of safety into the teaching process and, where necessary, give special lessons on health and safety in line with National Curriculum requirements for safety education.
- 6.7 Ensure that no personal items of equipment (electrical or mechanical) or proprietary substances are brought into the Academy without authorisation from the delegated Health and safety representative or Head Teacher.
- 6.8 Regularly check their classrooms for potential hazards and report any observed to the Head Teacher or designated representative.
- 6.9 Report all accidents, defects and dangerous occurrences (including near misses) to the Head Teacher or designated representative.

7 All Employees

- 7.1 Apart from any specific responsibilities which may have been delegated to them, all employees should set a personal example and must;
 - 7.1.1 Act in the course of their employment with due care for the health, safety and wellbeing of themselves, other employees and other persons.
 - 7.1.2 Observe all instructions on health and safety issued by the Head Teacher or any other person delegated to be responsible for a relevant aspect of health and safety.
 - 7.1.3 Act in accordance with any specific H&S training received.

- 7.1.4 Report all accidents and near misses in accordance with procedures appended to this Policy.
- 7.1.5 Inform their Line Manager of all potential hazards to health and safety, in particular those which are of a serious or imminent danger.
- 7.1.6 Exercise good standards of housekeeping and cleanliness.
- 7.1.7 Know and apply the procedures in respect of fire, first aid and other emergencies.
- 7.1.8 All employees who authorise work to be undertaken or authorise the purchase of equipment will ensure that the health and safety implications of such work or purchases are considered.

8 Students

- 8.1 Students, in accordance with their age and aptitude, are expected to;
 - 8.1.1 Exercise personal responsibility for the health and safety of themselves and others
 - 8.1.2 Observe standards of dress consistent with safety and/or hygiene
 - 8.1.3 Observe all the health and safety rules of the Academy and in particular the instructions of staff given in an emergency.
 - 8.1.4 Use and not wilfully misuse, neglect or interfere with PPE and other items provided for their health and safety.

9 Visitors

- 9.1 All visitors are required to sign in at the reception. Visitors will be collected from reception by the member of staff concerned or escorted to the appropriate area of the Academy.
- 9.2 Hirers of the Academy premises must use equipment and substances correctly and use the appropriate safety equipment. Hirers will be made aware of the EMET hirers agreement in relation to health and safety. The hirers are responsible for first aid and emergency arrangements.
- 9.3 If an intruder is uncooperative in going to the reception or leaving the site, or a member of staff feels threatened, or is threatened with violence or a violent attack takes place, immediate help from the Police should be sought by telephone. Staff must not put themselves at risk.
- 9.4 If a member of staff meets someone on site who they do not recognise and is not wearing a visitor's badge, they should, if they do not feel threatened, approach and direct them to reception to sign in, all visitors, cover staff and contractors must wear a visitor's badge.

- 9.5 Cleaning contractor's employees must wear an identifiable uniform or an identity badge at all times.

10 Control of Contractors

- 10.1 When the premises are used for purposes not under the direction of the Head Teacher then the nominated person in charge of the activities will have responsibility for safe practices in the areas under their control.
- 10.2 All contractors working on school property must:
- 10.2.1 Take reasonable care of their own safety
 - 10.2.2 Take reasonable care of the safety of pupils, school staff and others affected by their actions
 - 10.2.3 Observe the safety rules and safeguarding procedures of the school
submit their health and safety policy and relevant risk assessments and method statements to the school for approval
 - 10.2.4 Comply with and accept our health and safety and management of contractor's policy
 - 10.2.5 Dress appropriately, sensibly and safely when on school premises and for the task being undertaken
 - 10.2.6 Use all safety equipment and/or protective clothing as required by the school and as indicated in the risk assessment for the task
 - 10.2.7 Maintain all equipment in good condition, not use any defective equipment and ensure that any portable electrical equipment bears a current test certificate
 - 10.2.8 Report all accidents and serious incidents to the school
 - 10.2.9 Observe the fire evacuation procedure and the position of all fire equipment and not obstruct fire exit routes
 - 10.2.10 Provide adequate first aid arrangements unless otherwise agreed with the school.
 - 10.2.11 In instances where the contractor creates hazardous conditions and refuses to eliminate them or to take action to make them safe, the Head Teacher or their representative will take such actions as are necessary to protect the safety of staff, students and visitors
 - 10.2.12 All EMET schools apply a no smoking policy

11 External Health and Safety Support

- 11.1 East Midlands Education Trust appoints Nottinghamshire County Council and Derbyshire County Council as external health and safety support. This service provides each school with an annual health and safety audit, access to resources and advice, membership to CLEAPSS, Radiation Protection Advisor, accident reporting (WellWorker) and support with criminal investigations, civil claims and complaints.

12 Accident reporting and investigation

- 12.1 This policy sets out the procedures that are to be followed when any employee, pupil, visitor or contractor has an accident, near miss or dangerous occurrence on the school's premises.

- 12.2 Employees who develop a work-related illness must also report via these procedures.

- 12.3 Definitions:

- An **accident** is an unplanned event that causes injury to persons, damage to property or a combination of both.
- An **incident/ near miss** is an unplanned event that does not cause injury or damage but could do so.
- A **work-related illness** is illness that is contracted by an employee through the course of work as a result of activities carried out by the school.

- 12.4 Accident Recording:

- 12.4.1 All accidents resulting in personal injury must be recorded on the Wellworker system or School Accident Report Form (where Wellworker is not implemented)
- 12.4.2 Completed Accident Report Forms will be stored to comply with the requirements of the General Data Protection Act.
- 12.4.3 Completed Accident Report Forms will be reviewed regularly by Health and Safety Manager to ascertain the nature of incidents that have occurred in the school. This review will be in addition to any investigation of the circumstances surrounding each incident.
- 12.4.4 All near misses must also be reported to the Health and Safety Manager as soon as possible so that action can be taken to investigate the causes and to prevent recurrence.

12.5 Serious incidents

- 12.5.1 Certain accidents causing injury, both fatal and non-fatal, certain occupational diseases and certain dangerous occurrences are reportable to the Enforcing Authority via the Health and Safety Executive website under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR).
- 12.5.2 All serious incidents must be reported to the EMET Services Director and reported on the Wellworker system. Where applicable a report must be made to the Health and Safety Executive under RIDDOR.
- 12.5.3 The HSE website contains guidance for schools on when an accident is RIDDOR Reportable.
- 12.5.4 This includes major injury includes any fracture (other than to fingers, thumbs or toes), amputation, loss of sight, crush injury resulting in internal damage, serious burns, scalping, loss of consciousness from a head injury or asphyxia, an injury from working in an enclosed space, hospitalisation of a non-employee as a result of a work activity.
- 12.5.5 Incapacitation for work of a person for more than 7 consecutive days as a result of an injury caused by an accident at work must be notified within 15 working days.

To calculate whether the absence classifies as 'over 7-day':

- Exclude the day of the incident if they went home or did not return to work on the day
- Include weekends, bank holidays and weekdays (whether the person would normally work on them or not). *For example: if a person has an accident on Friday and comes back to work the following Friday, then count Saturday, Sunday, Monday and Tuesday etc. but this is still only 6 days; however, if their next day of work is the Monday it would count as 9 days and would be reportable.*
- Non-consensual violence - major or over 7 day injuries to people at work arising from non-consensual violence are notifiable

12.6 RIDDOR reporting of accidents involving pupils or visitors

- 12.6.1 If a pupil or visitor has an accident this must be reported if:
- The person involved is killed or taken to hospital; and

- The accident arises out of or in connection with a work activity. Examples of 'in connection with a work activity' are;

Work organisation – supervision of a field trip
 Plant or substances – lifts, machinery, experiments
 Condition of premises, play grounds, play or PE equipment
 Sports activities as part of the curriculum where there is death or hospitalisation
 Playground accidents due the condition of the premises or inadequate supervision.

12.7 For further advice on injuries, diseases or dangerous occurrences requiring notification please contact either the EMET Services Director, Notts County Council Health and Safety Team. (Tel: 0115 804 0333) or the HSE website

12.8 Contact details for the Health and Safety Executive are:
 Tel: 0845 300 9923 (Monday to Friday 8:30am to 5:00pm)

Website: <http://www.hse.gov.uk/riddor/report.htm>

12.9 The completed report form sent back by the HSE should be kept with other accident records and documents on the accident investigation. Forms are kept to advise the insurers of a potential claim and to present to the Enforcing Authority in the event of an investigation.

12.10 Records are to be kept for 7 years from the date of the incident.

12.11 Accident Investigation

12.11.1 All injury related accidents that are either notified to the Enforcing Authority or where a serious injury has occurred will be investigated.

12.11.2 Time allocated to each investigation will depend on the seriousness of the accident. A guide to the time required to investigate is as follows:

- Simple investigation (minor accident) 1 hour
- Standard investigation (reportable accident) 6 hours

12.11.3 During or on completion of the investigations, a risk assessment should be carried out or existing risk assessment amended to avoid reoccurrence of the accident

12.11.4 The investigation aim should be:

- to ensure that all necessary information in respect of the accident or incident is collated
- understand the sequence of events that led to the accident or incident

- to identify the unsafe acts and conditions that contributed to the cause of the accident or incident
- to identify the underlying causes that may have contributed to the accident or incident
- to ensure that effective remedial actions are taken to prevent any recurrence
- to enable a full and comprehensive report of the accident or incident to be prepared and circulated to all interested parties
- to enable all statutory requirements to be adhered to

12.11.5 The investigation will include obtaining signed witness statements, photographs and drawings as appropriate

13 Staff employed as part of the central team

- 13.1 Our central staff are either based at the HQ on the West Bridgford School campus or based in office accommodation in our schools. In all instances, central staff are expected to follow the principles outlined in this policy and the H & S processes and procedures as determined by their host school.
- 13.2 In some instances, central staff also work from home for a part of their working time. When working from home, central staff should be mindful of the issues outlined in our Flexible Working policy in relation to working from home and following H & S guidance.
- 13.3 The responsibility for the implementation of the trust's H & S policy at our school sites rests with the local governing body. The responsibility to ensure that central staff follow these policies rests with the CEO rather than individual school head teachers, albeit operationally this will be delegated to the Services Director.
- 13.4 HQ building management and compliance for fire safety, security and maintenance will be included in the school service contracts. Each HQ will require an Office Risk Assessment for the working environment which will be reviewed annually or to any change by the Services Director.

Appendix 1

Appendix 1.	EMET Schools delegated H&S management responsibility list	
EMET School		
Head Teacher		
Health and Safety Manager / Representative		
Areas of risk and control		
Premises	Delegated responsible person	Position
Premises maintenance and site safety		
Maintenance of plant and equipment		
Fire safety (Duty holder)		
Asbestos management (Duty holder)		
Legionella control and water safety		
Electrical safety - Fixed wire and portable appliances		
Gas safety		
Grounds (including vehicle movement on site)		
Site security and access control		
Cleaning and hygiene		
Control of contractors on site		
Project Management		
Safety signage		
Independent statutory inspections Lifts, local exhaust ventilation		
Swimming pool maintenance		
Minibus maintenance		
Kitchen safety	Delegated responsible person	Position
EHO Hygiene rating (statutory H&S and hygiene standards)		
HACCP system		
Kitchen extraction cleaning		
Kitchen appliances		
Pest control contract		
Curriculum Departments	Delegated responsible person	Position
Sport facilities, gyms and equipment		
Science laboratories and chemical storage		
Design and Technology workshop equipment		
Staff general	Delegated responsible person	Position
Staff / student induction packs		
First aid provision		
Educational visits (EVC)		
Display screen equipment		
BCP and emergency closure plan		
Accessibility		
Administration of medicines		
Specific risk assessments (Peeps, expectant mothers, injuries)		
Stress management		
Display notices	Delegated responsible person	Position
H&S Law poster		
Employer liability insurance		
Accident reporting	Delegated responsible person	Position
Accident data reporting to Wellworker system		
Accident investigation		
Riddor reporting		
Training records	Delegated responsible person	Position
Staff H&S training records		
Staff H&S training programme		

Appendix 2

Health and Safety Policy - Appendix 2 Health and Safety Core Competency Training Requirements														
	Head teacher	Deputy Head teacher	Delegated Health and Safety Representative	Head Of Department	Teaching Staff	Non-teaching Staff	Administration Staff	Caretaker / Site Manager	Cleaner	Midday Supervisor	Supply Teacher	Chair of Governor	H&S Governor	EMET Trustee for H&S
Managing Safety for Head teachers and Business Managers (IOSH Approved Course)	Required	Required	X	Required	X	X	X	X	X	X	X	Required	Required	Required
Managing Safety IOSH	X	X	Required	X	X	X	X	Required	Required	X	X	X	X	X
Risk Assessment	Required	Required	Required	Required	Required	Required	Required	Required	X	X	X	X	Required	X
Fire Safety Awareness	Required	Required	Required	Required	Required	Required	Required	Required	Required	Required	Required	X	Required	X
Moving and Handling (Inanimate objects)	X	X	Required	X	Required	Required	Required	Required	Required	X	X	X	Required	X
Managing Asbestos in School Premises	Required	Required	Required	X	X	X	X	Required	X	X	X	X	Required	X
Working at Height Awareness	X	X	Required	X	Required	Required	Required	Required	Required	X	X	X	X	X
COSHH Awareness	X	X	Required	Required	Required	Required	X	Required	Required	X	X	X	X	X
Accident Investigation Training	X	X	Required	X	X	X	X	X	X	X	X	X	X	X