



This policy was adapted from the Camden School Services model health and Safety policy for school (version 3.1 July 2022)

Health and Safety Policy for Christ Church Primary School, Hampstead

PART 1. STATEMENT OF INTENT

At Christ Church School, our vision is for every child and every adult to experience *life in all its fullness* within a safe and healthy working and learning environment. This will be achieved by implementing the health and safety objectives detailed in this policy.

This establishment attaches great importance to the health, safety and welfare at work of all its employees and other users, particularly children, parents and visitors, so far as it is reasonably practicable. This statement sets out how these duties will be conducted and includes a description of the school's organisation and arrangements for dealing with different areas of risk.

Details of how these areas of risk will be addressed are given in the arrangements section.

This policy will be brought to the attention of, and/or issued to, all members of staff. A reference copy will be kept in the staff room and the policy is also available on the school's computer network and on the school website.

This policy statement and the accompanying organisation and arrangements will be reviewed on an annual basis.

This policy statement should be read alongside

- Camden Council's Health and Safety Policy
- School Positive Behaviour and Anti-Bullying Policy
- School Medical Conditions Policy
- School Policy on Physical Contact with children
- School risk assessments – both general and for specific activities
- All other school policies

Signed

Chair of Governors

Headteacher

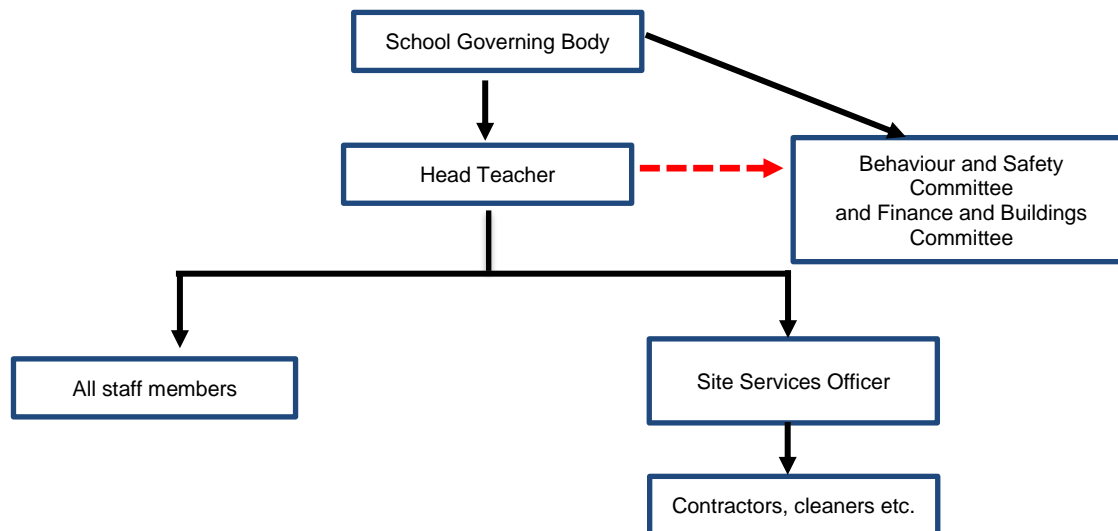
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PART 2. ORGANISATION

As the employer, the Governing Body has overall responsibility for Health and Safety in Voluntary Aided Schools.

At a school level duties and responsibilities have been assigned to staff and governors as detailed below.



Responsibilities of the Governing Body

The Governing Body is responsible for ensuring health and safety management systems are in place and effective.

As a minimum these systems should adhere to the LA's health and safety policy, procedures and standards as detailed in the Camden mydrive resources.

A Health & Safety Committee has been appointed to receive relevant information, monitor the implementation of policies and procedures and to feedback health and safety issues and identified actions to the Governing Body. This is the Governors Behaviour and Safety Committee at Christ Church School.

The Governing body will receive regular reports from the Headteacher or other nominated member of staff in order to enable them to provide and prioritise resources for health and safety issues.

Where required the Governing body will seek specialist advice on health and safety which the establishment may not feel competent to deal with. The Health & Safety Team provide competent health and safety advice for Community, Community Special and VC schools. As a Voluntary Aided School, Christ Church School has access to competent health and Safety advice via both the LA Health and Safety team and the LDBS Buildings advisors.

Responsibilities of the Headteacher

Overall responsibility for the day to day management of health and safety in accordance with the Governing Body's health and safety policy and procedures rests with the Headteacher.

The Headteacher has responsibility for:

- Co-operating with the LA and Governing Body to enable health and safety policy and procedures to

be implemented and complied with.

- Communicating the policy and other appropriate health and safety information to all relevant people including contractors.
- Ensuring effective arrangements are in place to pro-actively manage health and safety by conducting and reviewing inspections and risk assessments and implementing required actions.
- Reporting to the Governing body on health and safety performance and any safety concerns/ issues which may need to be addressed by the allocation of funds.
- Ensuring that the premises, plant and equipment are maintained in a safe and serviceable condition.
- Reporting to the LA any significant risks which cannot be rectified within the establishment's budget.
- Ensuring all staff are competent to carry out their roles and are provided with adequate information, instruction and training.
- Ensuring consultation arrangements are in place for staff and their trade union representatives (where appointed) and recognising the right of trade unions in the workplace to require a health and safety committee to be set up.
- Monitoring purchasing and contracting procedures to ensure health and safety is included in specifications and contract conditions.

Whilst overall responsibility for health and safety cannot be delegated, the Headteacher may choose to delegate certain tasks to other members of staff.

The task of overseeing health and safety on the site has been delegated by the head to the Site Services Officer.

Responsibilities of other staff holding posts of special responsibility

The Site Services Officer will:

- Apply the school's health and safety policy to their own department or area of work.
- Along with the headteacher, ensure staff are aware of and follow relevant published health and safety guidance (from sources such as CLEAPSS, AfPE etc.)
- Ensure health and safety risk assessments are undertaken for the activities for which they are responsible and that identified control measures are implemented.
- Along with the headteacher, ensure that appropriate safe working procedures are brought to the attention of all staff
- Take appropriate action on health, safety and welfare issues referred to them, informing the head teacher of any problems they are unable to resolve within the resources available to them.
- Carry out regular inspections of their areas of responsibility and report / record these inspections.
- Ensure the provision of sufficient information, instruction, training and supervision to enable staff and pupils to avoid hazards and contribute positively to their own health and safety.
- Ensure that all accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated.

Responsibilities of employees

Under the Health and Safety at Work Act etc. 1974 all employees have general health and safety responsibilities. All employees 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 responsibility to:

- Take reasonable care for the health and safety of themselves and others in undertaking their work.
- Comply with the school's health and safety policy and procedures at all times.
- Report all accidents and incidents in line with the reporting procedure.
- Co-operate with school management on all matters relating to health and safety.
- Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare.
- Report all defects in condition of premises or equipment and any health and safety concerns immediately to their line manager.
- 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.

PART 3. ARRANGEMENTS

Detailed information on London Borough of Camden's expectations can be found in the Document Library accessible on Camden mydrive.

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| RISK ASSESSMENTS |
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General Risk Assessments

The school conducts and documents risk assessments for all activities presenting a significant risk. These are co-ordinated by the Head teacher and written and reviewed by members of the Senior Leadership Team following guidance and are approved by the Headteacher.

Risk assessments are available for all staff to view and are held centrally on the school's computer network. These assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest. Staff will be made aware of any changes to risk assessments relating to their work.

Individual Risk Assessments

Specific assessments relating to staff member(s) or pupil(s) are held on that individual's file and will be undertaken by the head teacher or class teacher. Such risk assessments will be reviewed on a regular basis.

It is the responsibility of all staff to inform their line manager of any medical conditions (including pregnancy) which may impact upon their work.

Respiratory infections (including COVID 19)

The school will follow national guidance for people with symptoms of a respiratory infection (including Covid-19) within educational settings as provided by the UK Health Security Agency North East and North Central London Health Protection Team (Tel: 020 3837 7084 (option 0, then option 2) or via necl.team@phe.gov.uk). The school will also liaise with and follow advice from the Camden and Islington Public Health Team (CIPHadmin@islington.gov.uk) as necessary.

Curriculum Activities

Where relevant, risk assessments for curriculum activities will be carried out by class teachers with support from members of the Senior Leadership Team using the relevant codes of practice and model risk assessments detailed below.

Camden schools have a subscription to CLEAPSS and their publications¹ are used as sources of model risk assessment within science and DT.

In addition, the following publications may be used within the school as sources of model risk assessments:

Primary schools

- Be Safe! Health and Safety in primary science and technology, 4th Edition ASE
- National Society for Education in Art & Design (NSEAD) <http://www.nsead.org/hsg/index.aspx>
- Safe Practice in Physical Education and School Sport' Association of PE 'afPE' <http://www.afpe.org.uk/>

¹ CLEAPSS Science and D&T publications via www.cleapss.org.uk

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| HEALTH AND SAFETY MONITORING AND INSPECTION |
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A general inspection of the site will be conducted on a termly basis and be undertaken / co-ordinated by the Site Services Officer and a member of the Governors Behaviour and Safety Committee, which could be the head teacher.

The person(s) undertaking inspection will complete a report in writing and submit this to the Headteacher. Responsibility for following up items detailed in the safety inspection report will rest with the Head teacher and Site Services Officer.

The Governors Behaviour and Safety Committee will be involved in / undertake an audit of the school's health and safety management systems on an annual basis and report back to both the relevant sub-committee and full governing body meetings.

Inspections will be conducted jointly with the establishment's health and safety representative(s) if possible.

APPENDIX 3

FIRE EVACUATION AND OTHER EMERGENCY ARRANGEMENTS

The Headteacher is responsible for ensuring the school's fire risk assessment is undertaken and implemented following guidance contained on the Camden schools website. The fire risk assessment is located in the school's fire log book and will be reviewed on an annual basis.

Emergency Procedures

Fire and emergency evacuation procedures are detailed in the staff handbook and a summary posted in each classroom. These procedures will be reviewed at least annually and are made available to all staff as part of the school's induction process.

Evacuation procedures are also made available to all contractors / visitors.

Emergency exits, fire alarm call points, assembly points etc. are clearly identified by safety signs and notices.

Emergency contact and key holder details are maintained by Berkeley Guard security company.

Fire Drills

- Fire drills will be undertaken termly and results recorded in the fire log book.

Fire Fighting

- Staff must ensure the alarm is raised BEFORE attempting to tackle a fire.
- The safe evacuation of persons is an absolute priority. Staff may only attempt to deal with small fires, **if it is safe to do so without putting themselves at risk**, using portable firefighting equipment.

Lockdown procedure

In the event that pupils and staff should remain in their classrooms in the event of an emergency, the school bell in the hall will be rung. Pupils and staff should then remain in classrooms with doors closed until told that it is safe or until the fire alarm sounds to signal an emergency evacuation.

Details of service isolation points (i.e. gas, water, electricity)

Gas: In boiler room accessible through hatch above KS2 toilets

Water: Underground under manhole immediately outside the infant bike entrance

Electricity: In electricity cupboard on the wall in the Site Services Officer's room

Details of chemicals and flammable substances on site.

An inventory of these will be kept by Site Services Officer for consultation.

APPENDIX 4

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| INSPECTION /MAINTENANCE OF EMERGENCY EQUIPMENT |
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The Site Services Officer is responsible for ensuring that the school's fire log is kept up to date and that the following inspection / maintenance is undertaken and recorded in the fire log book located in the Front Office.

FIRE ALARM SYSTEM

Fire alarm call points will be tested weekly in rotation.

Any defects on the system will be reported immediately to the alarm contractor / electrical engineer.

A fire alarm maintenance contract is in place with Berkeley Guard Service, 0118 981 1428 and the system tested annually by them.

FIRE FIGHTING EQUIPMENT

Weekly in-house checks that all firefighting equipment remains available for use and operational. Morgan Fire undertakes an annual maintenance service of all firefighting equipment. Defective equipment or extinguishers that need recharging should be taken out of service and reported direct to Morgan Fire.

EMERGENCY LIGHTING SYSTEMS

These systems will be checked for operation monthly in house and annually a full discharge test and certification of the system will be undertaken by Berkeley Guard.

MEANS OF ESCAPE

A daily check is made for any obstructions on exit routes and ensures all final exit doors are operational and available for use.

APPENDIX 5

FIRST AID AND MEDICATION

The school has assessed the need for first aid provision and identified the following staff to provide first aid (both on site and where required for trips/visits and extra-curricular activities)

TRAINED TO FIRST AID AT WORK LEVEL (18 hr):

Anna Maguire (training expires May 2024, requalification booked for February 2024)

Nina Mardon (training expires January 2025)

Glen Dunbar (training expires October 2025)

Ann Connock (training expires March 2026)

TRAINED TO EMERGENCY AID LEVEL (Paediatric) (4 hr):

Several members of teaching and support staff are trained to emergency first aid level. Emergency paediatric first aid training for all teaching and admin staff took place in October 2022.

TRAINED TO EYFS STANDARD (PAEDIATRIC FIRST AID, 12 hr):

Nina Mardon (training expires March 2026)

Glen Dunbar (training expires May 2024, requalification booked for June 2024)

First aid qualifications remain valid for 3 years. The Headteacher will ensure that refresher training is organised to maintain competence and that new persons are trained should first aiders leave.

FIRST AID BOXES ARE LOCATED AT THE FOLLOWING POINTS:

- by infant toilets
- by staff lockers

Emergency first aid boxes are located in all classrooms and in the church.

Glen Dunbar (site services officer) is responsible for regularly checking (termly) that the contents of first aid boxes (including travel kits) are complete and replenished as necessary.

Transport to hospital: Where a first aider considers it necessary, the injured person will be sent directly to hospital (normally by ambulance). Parents / carers will be notified immediately of all major injuries to pupils. No casualty will be allowed to travel to hospital unaccompanied and an accompanying adult will be designated in situations where the parents/carers cannot be contacted in time.

Where there is any doubt about the appropriate course of action, the first aider will consult with emergency services (999), the Health Service helpline (NHS Direct 0845 4647) and, in the case of pupil with the parents/carers.

Administration of medicines

All medication will be administered to pupils in accordance with the DfE document [Supporting pupils at school with medical conditions](#). Detailed arrangements are provided in a separate policy, Supporting Pupils with Medical Conditions, available on the school website.

No member of staff will administer any medication unless a request form has been completed by the parent or carer.

School office staff are responsible for accepting medication and checking all relevant information has been provided by parents / carers prior to administering.

Records of administration will be kept in the medications file in the front office.

All non-emergency medication kept in school are securely stored (lockable cupboard in school office, refrigerated medications kept in clearly labelled container within fridge in back office) with access strictly controlled.

Where supervising adults need to have immediate access to children's emergency medication i.e. asthma inhalers, epi-pen etc., it will be kept in the front office and clearly labelled.

Health Care Plans

Parents / carers are responsible for providing the school with up to date information regarding their child's health care needs and providing appropriate medication.

Individual health care plans are in place for those pupils with significant medical needs e.g. chronic or ongoing medical conditions such as diabetes, epilepsy, anaphylaxis etc. These plans will be completed at the beginning of the school year / when child enrolls / on diagnosis being communicated to the school and will be reviewed annually by Deputy Head teacher/office staff.

All staff are made aware of any relevant health care needs and copies of health care plans are available with the emergency medication in the front office.

Staff will receive appropriate training related to health conditions of pupils and the administration of medicines by a health professional as appropriate.

APPENDIX 6

OFFSITE VISITS & SCHOOL JOURNEYS

Camden has adopted the Outdoor Education Advisory Panel's national guidance for learning outside the classroom and offsite visits and all offsite visits will be planned following this guidance which can be found in the Camden mydrive document library.

Camden's Outdoor Education Advisor must be notified of all level 3 trips, which include self-led adventurous activities, fieldwork trips to open or "wild" country, and all trips overseas. This will be done via the use of Evolve, the online notification and approvals system.

The member of staff planning the trip will submit all relevant paperwork and risk assessments relating to the trip to the school's Educational Visits Co-ordinator(s) (head teacher) who will check the documentation and planning of the trip and approve the visit.

Visits are categorised into two main groups. As a rough guide, all trips which fall into the high risk category (formerly Category B) must be notified to Camden's Outdoor Education Advisor. Suitable risk assessments are required for lower risk trips (formerly Category A) and the Headteacher should satisfy themselves that such assessments are suitable and sufficient.

Routine or lower risk activities

These are visits where risks are no greater than those encountered in everyday school /centre/ club activities. These include for example: parks, museums, libraries etc.

Notification procedures are determined by the governing body but in all cases authorisation by the Headteacher is required. These trips can be updated onto Evolve (Camden's online Approval system), but this is optional.

Higher risk activities

These visits must be entered on to Evolve at www.camdenvisits.org.uk.

They include potentially 'high risk' activities and are visits where the following criteria apply: travel by air or sea is involved; overnight stay; destinations abroad; adventurous activities are included in the programme; visit involves activities or field-work in a mountainous or coastal environment, or near inland water (rivers, canals, lakes and reservoirs) and swimming (other than lessons given as part of the National Curriculum) is included.

The Headteacher has authorisation for routine (lower risk) visits. The Headteacher is also responsible for ensuring the satisfactory completion of risk assessments.

Camden LA has powers of approval for higher risk visits. The Headteacher / Head of centre / club is responsible for ensuring full risk assessments are undertaken and consent received from the governing body. The Headteacher or centre manager is then required to ensure the visit is entered onto Evolve for processing by the LA health and safety adviser. **This must be done as soon as possible and in all cases, at least 2 weeks prior to the visit taking place.**

ACCIDENTS & INCIDENT REPORTING

The Governing Body of Christ Church School has adopted the following Camden model policy for accident and incident reporting:

Accidents to employees

Where Camden Local Authority (LA) is the employer (i.e. Community, VC and Community special schools) then **all employee** accidents, no matter how minor, will be reported using the telephone reporting system hosted by **Risksured** on **0117 450 1227**. Near misses and occupational ill health will also be reported.

Accidents to pupils and other non-employees (members of public / visitors to site etc.)

A local accident/bumps book (KS2 in Front Office, KS1 by Infant toilets) is used to record all minor incidents to non-employees. More significant incidents as detailed below must also be reported to LBC using the telephone reporting system.

- Major injuries
- Accidents where significant first aid treatment has been provided
- Accidents which result in the injured person being taken from the scene of the accident directly to hospital
- Accidents arising from premises / equipment defects

All major incidents will be reported to the Headteacher and Governors Behaviour and Safety Committee. Parents / carers will be notified immediately of all major injuries. Accidents will be monitored for trends and a report made to the Governing Body as necessary.

The Headteacher, or their nominee, will investigate accidents and take remedial steps to avoid similar instances recurring. Faulty equipment, systems of work etc. must be reported and attended to as soon as possible.

Violent Incidents

The school takes a serious view of any incidence of violence against its employees and takes responsibility for protecting all its employees from acts of violence and aggression.

Violent incidents towards staff will be reported via Reportline. A system of monitoring incidents of violence and aggression towards employees has been adopted so that appropriate action can be taken to reduce the risk in the workplace.

Violent incidents between pupils will be dealt with in accordance with the school's policy for behaviour management and will not be reported to Reportline unless serious in nature (severity of injury, police involvement etc.)

Reporting to the Health and Safety Executive (HSE)

Incidents involving a fatality will be reported immediately to the Health and Safety Executive (HSE) on 0845 300 9923 and the Schools' Health and Safety Advisor on 0207 974 1278.

Incidents resulting in the following outcomes will be reported to the HSE within 15 days of the incident occurring.

- Employee absence or inability to carry out their normal duties as the result of a work related accident, for periods of 7 days or more (including weekends and holidays).

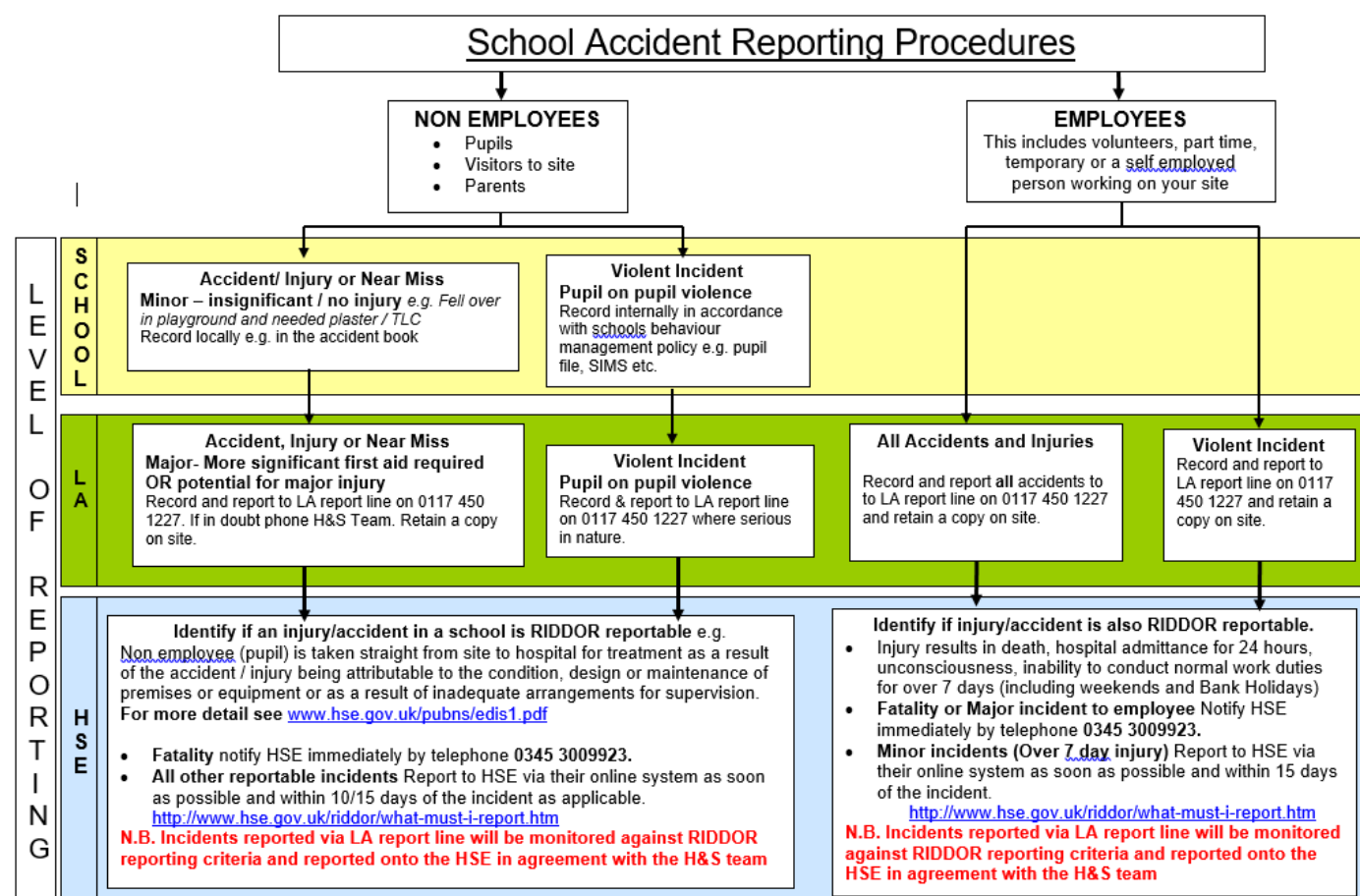
Incidents resulting in the following outcomes will be reported to the HSE within 10 days of the incident occurring.

- A pupil or other non-employee being taken directly to hospital for treatment and the accident arising as the result of the condition of the premises / equipment, due to the way equipment or substances were used or due to a lack of supervision / organisation etc.
- Incidents involving specified injuries to workers, dangerous occurrences as specified in the RIDDOR regulations.

Any accident/incident reported to the LA accident report line, Risksured, will be monitored against RIDDOR reporting criteria and reported on to the HSE by Risksured following approval from the Health & Safety team.

Schools who are not required to report incidents via Risksured can report RIDDOR reportable incidents to the HSE as soon as practicable via their online reporting system at <http://www.hse.gov.uk/riddor/report.htm>.

Further guidance on accident and incident reporting along with a flowchart summarising the reporting requirements can be found in the mydrive Document Library for Health and Safety.



THE REPORTING OF EMPLOYEE INCIDENTS TO LOCAL AUTHORITY (LONDON BOROUGH OF CAMDEN) IS ONLY MANDATORY FOR COMMUNITY AND VC SCHOOLS

- Local Authority (LA) report line telephone number is 0117 450 1227
- Adult (18yrs plus) accident records need to be kept for at least three years.
- Pupil accident records need to be kept for three years from their 18th birthday, therefore, until they are 21.
- For further advice contact the Schools' Health and Safety Advisor on 020 7974 1278.

Consultation

The school is required to establish effective means of communication and consultation and to ensure that health and safety is included in all relevant meetings.

The Governors Behaviour and Safety Committee meets termly to discuss health, safety and welfare issues affecting staff, pupils or visitors. Action points from meetings are brought forward for review by school management.

The Health and Safety Law poster is displayed in the staff room.

The Governing Body, as the employer, provides access to competent H&S advice via both the LA Health and Safety Team tel: 020 7974 6655 and via the LDBS buildings team as required by the Health and Safety at Work etc. Act 1974 and the Management of Health and Safety at Work Regulations 1999.

Health and Safety Training

All employees will be provided with:

- induction training in the requirements of this policy;
- update training in response to any significant change;
- training in specific skills needed for certain activities, (e.g. use of hazardous substances, work at height etc.)
- refresher training where required.

Training records will be kept by the Head teacher and reported to the Governors Behaviour and Safety Committee.

The Head teacher is responsible for co-ordinating health and safety training needs and for including details in the training and development plan. This includes a system for ensuring that refresher training is undertaken within the prescribed time limits.

The Headteacher will be responsible for assessing the effectiveness of training received.

Each member of staff is also responsible for drawing the Headteacher's attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence.

APPENDIX 9

PERSONAL SAFETY / LONE WORKING

The school believes that staff should not be expected to put themselves in danger and will not tolerate violent / threatening behaviour to its staff.

Staff will report any such incidents to the Headteacher. The school will work in partnership with the LA and police where inappropriate behaviour/ individual conduct compromises the school's aims in providing an environment in which the pupils and staff feel safe.

Lone working

Staff are encouraged not to work alone in school. Work carried out unaccompanied or without immediate access to assistance should be risk assessed to determine if the activity is necessary.

Work involving potentially significant risks (for example work at height) must not be undertaken whilst working alone.

Staff working outside normal school hours must obtain permission of the Head teacher.

Where lone working cannot be avoided staff should ensure they have means to summon help in an emergency e.g. access to a telephone or mobile phone etc.

School staff responding to call outs

Nominated key holders attending empty premises where there has been alarm activation should do so with a colleague if possible. They should not enter the premises unless they are sure it is safe to do so.

APPENDIX 10

PREMISES AND WORK EQUIPMENT

All staff are required to report to the Site Services Officer or Head teacher any problems found with plant/equipment. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

The Site Services Officer is responsible for identifying all plant and equipment in an equipment register and ensuring that any specific training or instruction needs, personal protective equipment requirements are identified and relevant risk assessments conducted where required.

Equipment restricted to those users who are authorised / have received specific training is labelled accordingly.

Planned maintenance / inspection

Regular inspection and testing of school plant and equipment is conducted to legislative requirements by competent contractors. Records of such monitoring will be kept by the Site Services Officer and the Site Services Officer is responsible for ensuring monitoring is recorded and kept up to date.

Curriculum Areas

Subject leaders are responsible for ensuring maintenance requirements for equipment in their areas are identified and implemented.

Electrical Safety

All staff will conduct a visual inspection of plugs, cables and electrical equipment prior to use. Defective equipment will be reported the Site Services Officer.

All portable items of electrical equipment will be subject to formal inspection and testing (Portable Appliance Testing (PAT)) on an identified cycle (dependent upon the type of equipment and the environment it is used in). HSE guidance document [maintaining portable electrical equipment](#) will be used to help determine frequency of inspection and testing required.

This inspection and testing will be conducted annually by the Site Services Officer who has undertaken certificated PAT testing training.

Personal items of equipment (electrical or mechanical) should not be brought into the school without prior authorisation and must be subjected to the same tests as school equipment.

A fixed electrical installation test (fixed wire test) will be conducted by a competent, appointed contractor on a five year cycle (most recent test carried out by Mains2Power April 2022).

Outdoor play equipment

Outdoor play equipment will only be used when appropriately supervised.

PE equipment is subject to an annual inspection by Gym Fix Ltd.

APPENDIX 11

FLAMMABLE AND HAZARDOUS SUBSTANCES

Every attempt will be made to avoid, or choose the least harmful of, substances which fall under the ***“Control of Substances Hazardous to Health Regulations 2002”*** (COSHH Regulations).

The establishment’s nominated person(s) responsible for substances hazardous to health is the Site Services Officer.

They shall ensure:

- an inventory of all hazardous substances used on site is compiled and regularly reviewed.
- material safety data sheets are obtained from the relevant supplier for all such materials.
- If required, full COSHH risk assessments are conducted and communicated to staff exposed to the product/substance.
- all chemicals are appropriately and securely stored out of the reach of children
- all chemicals are kept in their original packaging and labelled (no decanting into unmarked containers).
- suitable personal protective equipment (PPE) has been identified and available for use. PPE is to be provided free of charge where the need is identified as part of the risk assessment.

Where persons may be affected by their use on site, the Site Services Officer is responsible for ensuring that COSHH assessments are available from contractors (*this applies to both regular contracts such as cleaners and caterers and from builders, decorators, flooring specialists, etc.*).

APPENDIX 12

ASBESTOS MANAGEMENT

An asbestos survey and management plan is in place for the school in accordance with Camden's asbestos policy. The school's most recent asbestos management survey was conducted by IOM in February 2017.

The school's asbestos log (including school plans, asbestos survey data and site specific management plan) is held in the school front office.

The Headteacher will ensure that all school staff (including those such as catering and cleaning staff who may be employed by others) are made aware of the location of asbestos containing materials (ACM) within their work areas.

Under no circumstances must staff drill or affix anything to walls without first obtaining approval from the School's Asbestos Authorising Officer. (Even stapling / pushing a drawing pin into ACM may result in the release of fibres into the air.)

Any damage to materials known or suspected to contain asbestos should be reported to the head teacher who will contact Camden's Asbestos Compliance Officer (Steve Manley on 020 7974 1781 or via email at steve.manley@camden.gov.uk.)

The school's Asbestos Authorising Officers are the Head teacher and the Site Service Officer and refresher training is required 3 yearly.

Prior to **any** work commencing on the fabric of the building or fixed equipment (e.g. boilers, kilns etc.), either by contractors or school staff, one of the asbestos authorising officers **must** check the asbestos log and establish whether permission to work can be given.

The Headteacher / asbestos authorising officers shall ensure:

- That the asbestos management folder is consulted at the earliest possible opportunity and that **all** work affecting the fabric of the building or fixed equipment is entered in the permission to work log (AMP01 – Permission to work form) and signed by those undertaking the work.
- A visual inspection of asbestos containing materials remaining on site is conducted and recorded (legal requirement to do so annually as a minimum) (AMP02 – Inspection Records Form).
- The limitations of the management survey and areas of the building that have **not** been surveyed are understood and considered as part of the permission to work process e.g. areas above 3m in height, within ceiling voids (where panels / tiles are fixed), floor voids and ducts etc.
- All records pertaining to asbestos are effectively maintained and retained (legal requirement to do so for a period of 40 years)
- The school's asbestos management plan is kept up to date and that any asbestos works (removal, new project specific surveys etc.) are notified to the LA via Camden's Asbestos Compliance Officer.

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| LIFTING AND HANDLING |
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Generic risk assessments for regular manual handling operations are undertaken and staff provided with information on safe moving and handling techniques.

Staff should ensure they are not lifting heavy items and equipment unless they have received training and/or equipment in order to do so safely.

All manual handling activities which present a significant risk to the health and safety of staff, will be reported to the Site Services Officer or Head teacher and where such activities cannot be avoided a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees who must follow the instruction given when carrying out the task.

Paediatric Moving and Handling

All staff who move and handle pupils have received appropriate training (both in general moving and handling people techniques and specific training on any lifting equipment, hoists, slings etc. they are required to use).

All moving and handling of pupils has been risk assessed and recorded by a competent member of staff. Equipment for moving and handling people is subject to inspection on a 6 monthly basis by a competent contractor.

CONTRACTOR MANAGEMENT

All contractors used by the school shall ensure compliance with relevant health and safety legislation, guidance and good practice. All contractors must report to the school office where they will be asked to sign the visitors' book and wear an identification lanyard. Contractors will be issued with guidance on emergency procedures, relevant risks, and local management arrangements, including safeguarding practice.

The head teacher is responsible for monitoring areas where the contractor's work may directly affect staff and pupils and checking whether expected controls are in place and working effectively. For safeguarding purposes, contractors will be accompanied and supervised by a member of school staff if their work may bring them into direct contact with children.

School managed projects

Where the school undertakes projects directly the governing body are considered the 'client' and therefore have health and safety responsibilities to consider before starting works. Such projects are managed by the LDBS buildings team who will ensure that landlord's consent has been obtained and, where applicable, all statutory approvals, such as planning permission and building regulations have been sought.

This would include whether CDM² regulations will apply. Under CDM 2015, certain construction work must be notified to the Health and Safety Executive (HSE). For further information and guidance on CDM 2015 contact : Schools' Health and Safety Advisor on 020 7974 5672.

The school, contractor(s) and any subcontractor(s) involved will exchange relevant information regarding the work activities and agree the risk assessment and safe systems of work to be used prior to works commencing on site. Contractors will be asked to provide risk assessments and method statements specific to the site and works to be undertaken.

² CDM refers to the Construction (Design and Management) Regulations and applies to any building, demolition, maintenance or refurbishment work. Such projects are notifiable to the HSE where the work exceeds 30 days or involves more than 500 person days of work.

In such instances it is recommended that an agent be used to work on the school's behalf.

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| WORK AT HEIGHT |
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Working at height can present a significant risk. Where such activities cannot be avoided, a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees authorised to work at height.

When working at height (including accessing storage or putting up displays) appropriate stepladders or kick stools are to be used. Staff must not climb onto chairs etc.

Only those persons who have been trained to use ladders safely may use them. Basic instruction is provided to all staff who use ladders / stepladders .

Formal training on work at height, use of ladders, mobile tower scaffolds etc. will be provided where a significant risk is identified as part of an individual's role.

The establishment's nominated person responsible for work at height is the Site Services Officer.

The nominated person(s) shall ensure:

- all work at height is properly planned and organised;
- the use of access equipment is restricted to authorised users;
- all those involved in work at height are trained and competent to do so;
- the risks from working at height are assessed and appropriate equipment selected;
- a register of access equipment is maintained and all equipment is regularly inspected and maintained;
- any risks from fragile surfaces is properly controlled.

APPENDIX 16

DISPLAY SCREEN EQUIPMENT (DSE)

All staff who use computers daily, as a significant part of their normal work (*significant is taken to be continuous / near continuous spells of an hour or more at a time*) e.g. admin / office staff, may have a DSE assessment carried out. Staff identified as DSE users are entitled to an eyesight test for DSE use every two years by a qualified optician (and corrective glasses if required specifically for DSE use).

Advice on the use of DSE is available in the Camden Education Health and Safety Document Library.

LETTINGS / SHARED USE OF PREMISES

The organisers of any events or activities taking place on school premises (this includes lettings and Friends Association events) must adhere to this health and safety policy and to any school lettings policy and agreement (this may include details of specific restrictions on use of equipment, staffing requirements, first aid provisions, fire and emergency arrangements, emergency lighting, public entertainment licenses, copies of public/employer liability insurance).

STRESS / WELLBEING

The school and governing body are committed to promoting high levels of health and well-being and recognise the importance of identifying and reducing workplace stressors through risk assessment, in line with the HSE and LBC management standards.

The school and governing body recognise that some employees may require temporary or long-term adjustments, in line with occupational health assessments, for needs which may not be visible (including, but not exclusively: long covid, menopause, mental health conditions).

Please refer to the school Mental Health and Well Being Policy, including the school's Work Life Balance statement, and staff handbook for more details. This includes details of the free and anonymous counselling and support service provided by the Brandon Centre for school staff.

APPENDIX 19

LEGIONELLA MANAGEMENT

The school complies with advice on the potential risks from legionella as identified Camden's Water Hygiene Policy for Schools.

A water hygiene (legionella) risk assessment of the school has been completed by EXCEL Services and the Site Services Officer is responsible for ensuring that the identified operational controls are being conducted and recorded in the school's water log book.

This risk assessment will be reviewed where significant changes have occurred to the water system and/ or building footprint.

The risks from legionella are mitigated by basic operational controls and thus the following checks are recorded.

- Water is heated and stored to 60 degrees Celsius at calorifiers (any vessel that generates heat within a mass of stored water)
- Weekly flushing of seldom used outlets and all showers (with all outlets flushed after school holiday periods)
- Monthly temperature checks on sentinel outlets (those nearest and furthest away from calorifier(s))
- Quarterly disinfection / descaling of showers
- No cold water storage tanks on site.

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| WORKPLACE ENVIRONMENT |
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The school will provide a suitable workplace environment including ensuring that there is adequate ventilation, lighting, temperature, cleanliness, workplace facilities etc. Maintenance of work equipment including mechanical ventilation/air conditioning systems will be undertaken as required.

Further information and guidance material including [HSE Workplace Health, Safety & Welfare Approved Code of Practice & Guidance](#) will be referred to as applicable.