

## HEALTH AND SAFETY POLICY ARRANGEMENTS

### FOR

#### Herons' Moor Academy

*Detailed below are the arrangements for ensuring that the aims and objectives of the academies Health and Safety Policy are implemented, to secure a safe and healthy working environment.*

*The Academy needs to ensure the guidance fits the Academies policies, procedures if it is to be appropriately used.*

#### Law Poster

The Health and Safety Information for Employees Regulations requires the Academy to display an approved law poster in a prominent position or to provide each of their employees with an equivalent leaflet. The poster or leaflet outlines health and safety law and explains what both employers and employees must do to keep the workplace safe. Contact details are also provided if employees want advice or have concerns about their safety at work. The law poster is displayed in the staff room.

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

- All major and RIDDOR accidents must be reported to the Operations Manager who will share with SLT.
- All accidents should be recorded using the online accident reporting system. This is available from the CLF home navigator page and by clicking the accident reporting tile.
- Student/ staff and visitor accidents are recorded either by staff dealing with the accident or a first aider. Every employee has a duty to ensure all accidents are recorded.
- Any accidents which are reportable under the Reporting of Injuries Diseases and Dangerous occurrences Regulations (RIDDOR) will be actioned by the Operations Manager who will alert the H&S officer.
- Fatal injuries/major injuries/ dangerous occurrences must be reported immediately to Jo Crickson (Head of Health and Safety), or your H&S officer and an accident form completed. Parents / carers or other persons should be notified of the student's accident.
- Details of all accidents, and statistics are brought to the attention of the Academy Health and Safety committee, where they are discussed, and trends can be identified. If required, measures to prevent reoccurrence will be implemented.
- 'Near misses' need to be recorded and these will be reported to the Operations Manager via the online system. A near miss being anything that had the potential to cause injury but didn't on this occasion. Any near misses that occur that are serious and dangerous or had the potential to cause serious harm must be reported through to Jo Crickson (Head of Health and Safety) or the H&S officer.
- If necessary, an accident/ incident investigation will be carried out by the Principal and/or Operations Manager. This is to find the cause of the accident/ incident and reduce the risk of it happening again. In some cases this will be followed up by a member of the Health and Safety team

## 2. Asbestos and RAAC Concrete

Heron's Moor Academy (and the whole Campus site) is asbestos and RAAC concrete free.

## 3. Contractors and Visitors

- All visitors and contractors must report to the main office. They will sign in and be given an identity / visitors' badge, (firstly determining what DBS status they have) and a health and safety information leaflet. If they do not have a valid DBS they will be supervised on site at all times.
- On leaving the site they will be required to sign out. If contractors have undertaken any work this should be discussed with premises team/ operations manager and further actions outlined.
- The North Somerset Facilities Team, as the main link to contractors with regard to buildings maintenance, ensure that wherever possible, contractors are on site either before or after the school day, or at weekends or during school holidays. Any contractor work that has to be undertaken when children are on site is supervised in line with North Somerset Council, Contractors Working in and for Schools (Children's Safeguarding Guidance). Only North Somerset approved contractors are engaged. These are DBS checked.

In addition, when contractors arrive on site to commence work the Academy will ensure the following:

- That all relevant staff will be informed of the works being carried out and the areas that are likely to be affected, as well as the duration and timing of the works.
- Any changes to the work activities will be discussed with the Principal, premises staff and or Operations Manager. Any changes affecting timing, or health and safety will be looked at and action taken, where necessary.
- Any contractors, sub-contractors or self-employed persons must be provided with and familiar with any local safety rules, as well as the schools Health and Safety Policy.  
A contractor's performance is monitored during their works and if staff or contractors believe there to be a detrimental effect to health and safety, appropriate corrective action or improvement to procedures is taken. The emphasis must be to stop any unsafe activity until the academy are satisfied with the health and safety practices or procedures.

## 4. COSHH (Control of Substances Hazardous to Health)

Most substances that come under COSHH regulations are dealt with by the Facilities Team. Materials such as cleaning chemicals are dealt with in this way. The Academy occasionally uses materials that come under the COSHH regulations.

- An inventory of all hazardous substances used on site is compiled and reviewed regularly.
- All regularly used products will have material safety data sheets (MSDS) to accompany each product.
- The arrangements for the delivery of hazardous substances to the Academy are managed by Facilities team.

- Deliveries of hazardous substances are planned for outside the Academy academic hours and are temporarily stored in the main reception area or immediately moved to a secure store.
- Any new products that are brought into the Academy that have a hazard warning symbol and there is a 'significant' risk of harm from the product in its use, miss-use, quantities, or storage will require a risk assessment to be undertaken. Findings from risk assessments must be shared with relevant staff e.g., PPE required/ safe storage. A COSHH risk assessment template is available within the Health and Safety manual on CLiF
- If applicable, cleaning contractors are expected to have their own COSHH procedures and arrangements that will dovetail into the Academy's arrangements.
- An inventory is kept on the Academy's database of all hazardous substances on site by department and Operations Manager. Details of products used by the site staff are kept by the Facilities Team. Details are kept in a folder in their office.
- Any decanted substances should clearly display the product name, information, dilution rates and safety information.

#### **5. Defect Reporting Procedures**

- All staff have a responsibility for their own and others health and safety and are therefore responsible for ensuring that any defective, damaged, poorly maintained or untested equipment is brought to the attention of the Facilities Team so that remedial action can be taken.
- Any faulty equipment must be taken out of use and if appropriate isolated and labelled 'Do not use' and reported to the Operations Manager, so it can be logged, actioned and monitored.

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

- The Academy has a duty to undertake risk assessments of the Display Screen Equipment workstations of staff who habitually use a computer or laptop. A definition of a 'A user' is defined under the DSE regulations. There are many criteria however a member of staff who uses display screen equipment, for continuous periods of time and regularly (daily) would be determined as a user e.g., Admin staff, Operations manager.
- For 'users' a DSE assessment (self-assessment) should be carried out and discussed with their line manager and further actions discussed and recorded.
- DSE assessments will be reviewed every two years; or where equipment changes, or office layouts change or when there are staff changes.
- Those staff identified as DSE 'users' shall be entitled to an eyesight test for DSE use, every 2 years by a qualified optician. If corrective lenses are advised by the optician, please speak with your operations manager for further advice.
- For further information, and a copy of the user risk assessment, with managers sign off form please refer to the CLF DSE user guidance available on CLiF

## 7. E-Safety

E-Safety is recognised as an essential aspect of strategic leadership in the Academy. The Principal, will ensure safe practices are embedded into the culture of the academy. The Principal ensures that the E-safety Policy is implemented and compliance with the policy is monitored.

## 8. Electrical Equipment (Fixed and Portable)

- Any electrical faults should be reported immediately to the Operations Manager, premises manager. Any faulty fittings (e.g. cracked sockets etc.) should be isolated and labelled for repair.
- Portable appliance testing is carried out *annually by qualified electricians by The Campus compliance contractor (currently Mears)*
- Staff have been informed that they should not bring electrical items in from home unless they are new, or a recent portable appliance test (PAT) has been undertaken.
- The PAT register is kept in the Facilities office. During the testing, all defects are either repaired or removed, labelled defective and stored in a secure area.
- The fixed electrical installations are inspected every five years.
- Electrical socket outlets must not be overloaded. Staff must have a basic understanding of electrical safety to ensure they do not overload electrical circuits.
- Where it is necessary to use extension lead this must be only as a temporary measure. Extension leads should be fully unwound.
- Contractors and visitors must ensure that any electrical equipment they bring into the Academy must have an appropriate portable electrical test and be safe to use. Random checks of electrical equipment may be required to ensure compliance with this arrangement.

## 9. Expectant or new mothers

Should any of the Academy's staff become a new or expectant mother the Academy will take steps to ensure their continued health and safety at work. A new and expectant mothers risk assessment will be completed and recorded with 'one to one' discussion. This will be continually monitored throughout the pregnancy and after a return from maternity leave.

## 10. Fire and Emergency Procedures

- The Academy follows The Campus Fire Emergency Evacuation Procedures
- The responsible persons for the Academy are Dave Beesley and Shane Hawkings (Level 1)
- Fire safety coordinator (Level 2) is the Community Facilities Supervisor or Facilities Assistants in their absence.
- The Fire Wardens for the Academy are Dave Beesley and Shane Hawkings (Level 3)  
Group/Class Wardens (Level 4) are Class Teachers, Teaching Assistants, Administration Staff, LSUPs and other adults employed by the school to run clubs. Level 4 warden training is provided by Facilities Staff at the start of the academic year.
- The primary assembly point is the main playground. The secondary assembly point is the small sports field behind the multi-use games area (MUGA)

- Each week the alarm will be tested by the Facilities Team on Sunday to ensure that it is effective. Manual break glass points from different zones should be used to trigger the alarm to ensure that all break glass or other points are in working order. Details are recorded in the fire logbook.
- Fire drills are carried out at least three times a year to enable everyone to become familiar with the evacuation procedure. Details are recorded in the fire logbook.
- The fire extinguishers and emergency lighting are formally inspected annually by Mears as part of the compliance contract. Monthly checks are undertaken by the Facilities Team. Details are recorded in the fire logbook.
- The fire logbook is kept in the Facilities Team office. Full and detailed records are kept of evacuations; call point testing, alarm system servicing, firefighting equipment checks etc.
- Operations managers are required to review the success of fire drills and must feedback any observations or required changes/improvements.
- Any person who has difficulty in evacuating the building, should have a PEEP 9 (personal emergency evacuation plan) undertaken.
- Emergency exit routes have clear pictorial signage.
- Emergency exit routes should be free from obstructions.
- Fire exit doors should be routinely checked to ensure integrity in the event of a fire and push bars and mechanisms work to allow for easy egress of site.
- Final exit doors are unlocked whilst there are people in the building.
- The use of display materials or pupil's schoolwork along emergency exit routes is controlled.
- Decorations, display materials or pupil's schoolwork must not be placed near temporary heaters, suspended light fittings or obscure fire signage, exits or call points.
- All visitors on arrival are made aware of emergency evacuation arrangements in the event of a fire.
- The location of mains isolators and explosive substances such as gas supply pipes, butane gas cylinders, highly flammable are known and recorded.
- Should the emergency fire services attend the school in the event of a fire, the Senior Fire Officer must be informed of all relevant information. If there is any person still in the building, location of asbestos containing materials, chemical storerooms, gas and electricity supply. Information regarding this is contained in the "grab bag" which is taken by Facilities team members on evacuation.

The building has a smoke sensor system that activates the alarm system when two sensors are set off. Nevertheless, the following procedures should be followed in case the detection system should fail.

**If you discover a fire: -**

- Activate the nearest fire alarm call point. On sounding the alarm, the fire brigade will be summoned if necessary.

- Go to the nearest telephone and dial 999. State your name, location, nature of emergency, contact telephone number, and any relevant information. Do not hang up until all information has been confirmed.
- All staff, pupils and visitors must leave the building immediately. Assembly point(s) have been designated and all staff must ensure they know the location of the assembly point.
- Nominated persons (Fire Wardens) carry out any previously arranged duties, such as sweeping a particular area while on their way to the assembly point.
- Report to the person in charge at the assembly point and provide them with all relevant information about the location, nature of the fire and if there are any persons still in the building.

#### **Action on Hearing a Fire Alarm**

- Teacher or responsible adult will supervise children leaving the building by appropriate exit
- Proceed to assembly point in the front playground
- Walk quickly – Do not run
- Keep calm
- Do not stop to collect any personal belongings
- Registers will be taken to the assembly points by the admin team and distributed to teachers for roll call
- If the fire brigade has been called there must be clear access to the site by emergency services

***Please refer to The Campus Fire Emergency Evacuation Procedure for further advice and guidance***

#### **10a. Lockdown**

The Academy has a lockdown alarm (different sound to the fire alarm) to alert staff, students, visitors and contractors of a lockdown and practices are undertaken.

***Please refer to the lockdown procedure for further guidance***

#### **11. First Aid**

- The details of the First aiders who holds the nationally recognised qualifications are displayed in the Principal's office and PPA room. These named persons are qualified to administer first aid to casualties.
- Notices giving details of whereabouts of first aid facilities will be displayed at appropriate sites. The First Aid room is along the KS1 corridor
- First aid boxes are located in the following points: Administration Office, First Aid Room, Nursery and Key Stage 1 corridor.
- The Health Care Assistant ensures that there are sufficiently stocked first-aid boxes and they (or another nominated person) ensure that the contents of the first-aid boxes are replenished

and are in date as and when necessary. First aid boxes do not contain any medication, tablets creams or ointments.

- If the first aider or Principal considers it necessary, the injured person will be sent directly to hospital (normally by ambulance). Parents and/or carers will also be informed. No casualty should be allowed to travel to hospital unaccompanied and an accompanying adult will be designated in situations where parents/guardians cannot be contacted.
- The procedure for the completion of incident/accidents records will be followed. (See Accident, Reporting, Recording and Investigations arrangements)

***Please refer to the First Aid Policy for further advice and guidance***

### **12. Glass and Glazing**

All academies should refer to the model Glazing Risk Assessment available on CLiF and have had an initial glazing survey to determine that the standard of glazing is compliant in critical locations. (amend your arrangements as applicable)

On the regular academy formal walk rounds, the condition of glazing and visual inspection should form part of this.

If there any concerns with the condition of glazing or if it is safety glazing or requires to be, a glazing survey must be arranged, via the Facilities Team.

### **13. Infectious Diseases**

- Reference the latest UKHAS 'Guidance on infection control in schools and other childcare settings and other guidance can be viewed and downloaded following the link below. A copy of this guidance is held in the Administration Office.
- There is specific guidance on infectious diseases and the control measures required in educational settings which can be found:
  - <https://www.gov.uk/government/publications/health-protection-in-schools-and-other-childcare-facilities/managing-specific-infectious-diseases-a-to-z>
  -
- We follow the CLF model risk assessment template on infection control (including Covid) and amend/ adapt accordingly. For further advice contact your local public Health Team and your H&S officer, contacts are within the RA.
- If the academy has an increase in the number of infectious diseases cases, the Operations Manager will call the local Public Health England Centre to seek further advice and if required complete a UKHAS Integrated Care Pathway document.
- When dealing with bodily fluids our academy has spill kits (Biohazard disposable packs are held by the Facilities Team.
- Colour coded mop heads, dustpan and brush and PPE are available.

***Please refer to the Health & Safety manual (infection control) for further information and guidance.***

#### **14. Lettings**

All lettings are managed through The Campus.

#### **15. Lone/ Remote Working**

- The Academy has recorded a lone working risk assessment.
- The lone working risk assessment can be found in the staff drive risk assessments folder. There is also training available on NIMBLE.

#### **16. Manual Handling**

Staff must:-

- Staff are required to assess any unsafe / hazardous manual handling operations.
- If the initial assessment highlights concerns e.g. too heavy for a one person lift, then relevant control measures should be adopted e.g. two persons/ use of trolley etc.
- A manual handling risk assessments should be carried out and recorded on all those handling activities that may pose a risk of injury to Academy staff and for those that regularly undertake manual handling.
- Staff must ensure they are physically capable of safely completing a manual handling task
- Expectant mothers must undertake manual handling activities in a safe manner and work in conjunction with their pregnant mother's risk assessment.
- Staff who have applicable medical conditions or have recently received surgical operations should discuss activities of manual handling with their line manager if they have concerns.
- When staff are required to handle goods (stock, furniture) that may be hazardous, they must must have received suitable and sufficient training, know how to carry out safe manual handling including good handling technique, use mechanical aids whenever possible, undertake team manual handling when required. Training available on NIMBLE.

#### **17. Medication**

- Those staff that administer medication have attended the administering medications training.

***Please refer to the Supporting Student's with Medications Policy for further advice and guidance***

#### **18. Play Equipment**

Gym Equipment

- All staff should check the PE apparatus before use.
- Faults or defects to equipment will be reported to the Operations Manager
- Any damaged equipment will be taken out of use
- The PE equipment is inspected annually by UNIVERSAL and a record of the inspection is kept in the Facilities office and any remedial actions must be undertaken in the relevant time frame
- The Academy has a risk assessment for the gym activities and equipment.



#### Outdoor play equipment

- External play equipment will only be used when supervised within academy hours
- The equipment is not to be used before and after Academy/wraparound care hours.
- Such equipment will be checked daily (before use), and weekly by Glendale for any apparent defects and particularly for contamination by animals or foreign objects
- The outdoor play equipment is inspected annually and independently, by UNIVERSAL and a record of the inspection is kept in the Facilities office and outcomes from the report are actioned within the specified time period.
- The Academy has a risk assessment for the outdoor activities that includes the play equipment.
- Playground equipment rules are explained to pupils and reinforced when appropriate.

#### **19. Personal Protective Equipment**

- Personal Protective Equipment (PPE) will be provided free of charge where it is identified as a control measure.
- The equipment needs to be fit for purpose and appropriate with other PPE.
- The Head of Department or Line Manager is responsible for periodic checking of the equipment and for ensuring the equipment is worn by the employee or pupils when required.
- Technicians to ensure that PPE e.g., aprons are cleaned regularly and goggles are clean and in good condition.
- Staff members are responsible for ensuring that they use PPE where it is provided.
- Suitable and sufficient signage will be displayed for the use of PPE.
- Pupils will be provided with information, instruction, and supervision when there is a requirement to wear PPE as a control measure.

#### **20. Risk Assessments**

- Risk assessments are completed for all activities where there is a foreseeable risk of injury or harm occurring.
- Risk assessments are available for staff to view and are held on the shared drive and in a folder located in the staff room.
- Blank risk assessment forms can be found on CLiF.
- Each department should have a copy of the risk assessments relevant to them and these should be readily available to all staff
- Staff are involved in the adoption, implementation review or amendment of risk assessments.
- All staff must make themselves aware of the risk assessments applicable to their roles and activities. They must highlight any requirements for a review, amendments, or additions to risk assessments with their line manager.
- Risk assessments will be reviewed annually as a minimum or after significant change or incident.
- A specific risk assessment for expectant mothers will be undertaken.
- All Academy trips or learning outside the classroom activities will have recorded risk assessments. (See Academy trips section).
- Every off-site visit taking place after Academy hours, of a medium/high risk or for residential will be specifically assessed.

- In some instances, an individual pupil risk assessment may be required. These should be developed in conjunction with the Academy SENCO and DSL.
- The procedure for training and to undertake Risk Assessments is available within the H&S manual on CLiF and within NIMBLE.

## 21. Safeguarding

- The Academy Council fully recognises its responsibility under the Education Act 2011 and the Safeguarding Vulnerable Groups Act 2006 to safeguard and promote the welfare of children and to work together with other agencies to ensure adequate arrangements within our Academy to identify, assess, and support those children who are suffering harm.
- The Academy has a Safeguarding Policy that was last reviewed in September 2024 .
- The Academy DSL is Georgie Tinker and the assistant DSL's are Dave Beesley, Donna Harris and Karen Tucker.
- The Local Authority Designated Safeguarding Officer is Julie Bishop
- The Multi-Academy Trust Designated Safeguarding Officer is Steve Bane.
- All staff have receive annual routine safeguarding training and information.

## 22. Academy Trips/off site activities

The Academy has an Academy Trips Procedure which is based on the CLF and OEAP (Outdoor Education Advisory Panel) trips guidance within EVOLVE, that was last reviewed May 2024.

The named competent person nominated as Educational Visits Coordinator (EVC) is Dave Beesley. For further information on the role of the EVC and their functions please see [Educational Visits Coordinator | \(oeapng.info\) and search EVC \(3.4j\)](#)

- Activities will be led by Group Leaders who will take responsibility for ensuring that where necessary pre-site visits are made, and they will complete the necessary risk assessments before departing. Relevant training should be completed for this role, and is available from [www.evolveadvice.co.uk](http://www.evolveadvice.co.uk)
- The Academy uses the EVOLVE on-line system for all Academy trips. .The person arranging the trip (Group Leader) will update EVOLVE with all arrangements for successful management of the trip. The EVC will be provided via Evolve and verbal discussion from the group leader, with all relevant information and risk assessments for Academy trips or off-site visits. They will review all stages and planning of the trip, from Transport to activities etc. Once happy they will submit to the Principal for check and sign off.
- For Category C trips the Principal will 'sign off' the trip. (Reference to the Schools Trip Procedure should be made.)
- Category C trips (adventurous, residential or overseas) are automatically sent to the Health and Safety Officers via Evolve for approval (**this only pings through once the Principal has signed off the trip**) The Health and safety team require at least **six weeks before** the trip is due to take place to process the final approval. This will mean your timelines for initial approval, planning completion of Evolve etc. and final approval to sign off by the Principal will need to be longer.
- Student's will be briefed about the off-site visit, together with expected behaviour rules. Depending on the category of trip, parent meetings will take place.
- All applicable Staff will be fully briefed about the off-site visit and have received and understood ALL the risk assessments that are in place.
- Adequate staff to student ratios will be assessed.

- Individual pupil risk assessments will be undertaken where applicable-Parental consent for all trips will be requested as applicable.
- Parents/ carer's will receive relevant information about the off-site visit and the requirements of the parents/ carers to provide suitable and sufficient clothing, refreshments, or other facilities.
- Advice from the SENCO/ DSL is sought if applicable for individual pupils.
- Volunteers on any off-site visits will be provided with a briefing of their roles, safeguarding issues and be provided with relevant information from the risk assessment, or a copy of the risk assessment.
- All volunteers and staff will be DBS vetted.
- CLF have a zero-tolerance policy on alcohol, recreational drugs and legal highs for staff and students whilst on academy trips.
- For all adventurous activities undertaken by an independent provider, checks will be undertaken to ensure they have an in date and applicable AALA licence and Learning Outside the Classroom Badge.

***Please refer to the Academy Trips Procedure for further advice and guidance***

### **23. Academy Transport / Minibus**

- Where staff and authorised volunteers are required to drive as part of their job, they must ensure that they have read and adhere to the Academy policy and minibus guidance document [CLF Minibus Guidance v8 2021.docx](#).
- If hiring a coach for the offsite trip/activity, the approved list within Evolve will be used, as operator licences have been checked. If using a company not on the approved list the Health and Safety team must be contacted.
- Checks are carried out on an annual basis by the Operations Manager that all drivers hold a current and valid driver's licence, have undertaken MIDAS training, hold appropriate business insurance and an MOT where relevant.
- If transporting students in own vehicles, the above licence checks will take place and the driving students in own vehicles risk assessment will be implemented and adapted accordingly.

***Please refer to the Minibus guidance document for further advice and guidance***

### **24. Smoking**

The Academy is a non-smoking site and there is a no smoking / no vaping policy.

### **25. Staff Consultation**

- The Principal, on behalf of the Academy Council, will make arrangements for full and proper consultation with employees on health and safety matters.
- There is no requirement to have a union health and safety representative at the school. If a person wishes to represent staff and become the union appointed safety rep, they should have been employed by the Academy for the preceding two years or have enough experience in similar employment. The Safety Representative and Safety Committees Regulations 1977, as amended, has detailed information on what the law requires employers to undertake when consulting staff on health and safety matters.

## 26. Wellbeing

- Where workplace stress arises, the Principal in consultation with the HR, will deal with the issue in a sensitive and constructive manner using reasonable means to manage stress and assist staff.
- The Academy will encompass the HSE Management Standards for work related stress in demonstrating good practice through a step-by-step risk assessment approach.
- If employees are experiencing any problems in relation to stress, they are encouraged to report this to their line manager in the first instance.
- The HR Department, Occupational Health, and an Employee Assistance Programme are available to staff and should be contacted when required.
- A CLF wellbeing website including BLOG is available to all staff via the home navigation page.
- The academy has 3 Mental Health first aiders.

## 27. Violence to Staff

- The Operations Manager in consultation with the Principal and Councillors are responsible for assessing the risks of violence to staff.
- Everybody has a personal responsibility to report accidents of ALL types.
- Staff must report incidents of violence and aggression to the Principal and record them on the accident reporting system available from CLF home navigation page
- Appropriate steps will be taken by the principal to deal with such a situation.
- The Academy may refer to their legal department for any incidents of violence and aggression to staff from parents. A letter may be sent to any violent or aggressive person informing them of the academies position and any arrangements for sanctions or exclusions.

## 28. Water Hygiene

- A copy of the Legionella risk assessment is located in the Facilities office.
- Mears are employed to carry out many of the requirements of water testing under L8 guidance.
- Mears carries out monthly flushing and temperature recording and other required checks.
- A copy of the Legionella Management Policy can be found [CLF Legionella Management Policy Updated May 2024.pdf](#)

## 29. Working at Height

- Activities which require work at height should be identified and eliminated where possible.
- Where it is not possible to eliminate work at height, all reasonable steps should be taken to reduce the risk to as low as possible.
- Risk assessments prior to commencement of any working at height activity will be undertaken.
- Staff have access to kick stools, small steps, hop ups or ladders.
- Only ladders which meet the current standard- BS EN131 will be used, the use of domestic ladders is not permitted.
- Premises staff carry out regular inspections of the ladders and record these checks either on a ladder tag or register.

- Staff should only use the equipment they are trained to use, unless it is low level kick stools or steps and that they wear the correct clothing and footwear
- Student's are / are not permitted to use access equipment. Information, instruction and supervision will be provided to specific student's that may use access equipment for Academy related activities e.g., drama production.
- Contractors are expected to provide their own equipment and will not be permitted to use the academies equipment.

### **30. Workplace Inspections and Premises Risks**

The Operations Manager, Facilities Team, and H&S Councillor will undertake regular (minimum three times a year) safety inspections of the workplace to identify hazards and unsafe situations and take appropriate remedial action. The Operations Manager will ensure that hazards associated with premises are monitored and controlled.

A named Health and Safety Councillor will be involved / undertake inspections on a termly basis (three times per year) and jointly report back to the Health & Safety Committee with a written report.

### **31. Health and Safety Committees**

The Campus Health and Safety Committee has an overarching role, being responsible for Health and Safety across the whole site. Representative members of all the constituent parts of The Campus sit on the committee.

The standard agenda items for The Campus Health and Safety committee meetings are: -

1. Any accidents of note since the last meeting, how many accidents in total and identification of any trends.
2. Are there any building works/modifications planned and what are the Health and Safety implications of this project? Has all the necessary paperwork been completed.
  - From the Pre-Qualification questionnaires to the design phase risk assessments; to risk assessments method statements for the job itself and selection of project manager.
  - Is the job notifiable under Construction Design Management Regulations 2007, if so had a CDM Coordinator been appointed etc.
3. Risk assessment progress and review
4. Training needs
5. Inspection findings and required actions.
6. Any relevant compliance issues.

### **32. Compliance**

The Academy's compliance arrangements are managed by the Facilities Manager

A compliance contract has been awarded to John West.

There are internal compliance checks e.g. fire call points/ emergency lighting/ water temperature and flushing are undertaken by the Facilities team.

External compliance checks e.g., boiler servicing and maintenance/ 3-hour power down of emergency lighting/ Lightning conductor tests are undertaken by the compliance contractor and records maintained.

Our independent contractors for playground equipment, gym equipment checks and inspections are UNIVERSAL.

### **33. Health and Safety Training**

- Health and safety training is managed, recorded, and assessed by the Operations Manager.
- All staff will receive a suitable induction covering Academy arrangements.
- The Academy recognises that while many people will already be aware of risks around their Academy, effective training will always help reinforce a positive health and safety culture.
- Training requirements may have been identified by risk assessments, audits, staff appraisals and increased roles and responsibilities of staff.
- Records of training are recorded on the SCR by the Operations Manager and any certificates awarded are stored on the individual's personal files. (NIMBLE recorded electronically on central system)
- Recording when staff and Councillors have completed relevant training, assists the Operations Manager to complete the training needs analysis to ensure everyone has competent knowledge to address effective safety practices and achieve a continual personal responsibility for safety, this should be reviewed annually.
- Most H&S training requires refresher training every three years.
- All staff have to undertake mandatory training on NIMBLE. The frequency of training will be in line with CLF expectations. This being H&S essentials annually, Fire Awareness training every three years.
- Depending on what role is undertaken in the Academy, individuals will require H&S training specific to their roles and this is determined by using the training matrix.