



**Cabot**  
Learning  
Federation

# Hérons' Moor Academy Health and Safety Policy

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**Academy Name: Herons' Moor Academy**

**Implementation Date: 7<sup>th</sup> December 2020**

### History of Policy Changes

Date	Page	Change	Reason for Change
September 2015	Whole Document	Style change of statement-paragraphs to bullet points, same intent Minor changes to reflect new structure e.g. change of sub-committee. Insertion of new role and communication channels re Compliance manager, highlighted in Principal and ABM responsibilities. Removed ABM chairing H&S committee changed to attend, as discussed	
October 2016	Whole Document	Review of Policy, update of roles and responsibilities	Cyclical review of policy
July 2017	Whole Document	Review of Policy, update of roles and responsibilities	Cyclical review of policy
August 2018	Whole Document	Review of Policy, update of roles and responsibilities	Cyclical review of policy
March 2019	Whole Document	To remove reference of ABM and change to Operations Manager	Change of Job roles
March 19	PG 9	Updated to reflect Compliance Health and Safety Officer support.	Introduction of New posts
March 19	Pgs 12-14	Updated to reflect roles and responsibilities of Ops Managers/Site Managers	Update of roles and responsibilities following re-structure.
July 2019	Policy Statement	Inclusion of Reference to CLEAPSS (specialist national guidance) for Science, DT and Art	CLEAPSS provides specialist technical health and safety and curriculum support and advice on using high quality practical work to teach pupils science, design and technology and art.
July 2019	Policy Statement	Inclusion of management procedures for use and storage of Radio-active materials.	Compliance with Ionising radiation regulations, and recommendation from Radiation protection advisor to report back to the board.
July 2019	2.3 People and wellbeing	Removed bullet point to be the forum to enable staff representatives and SLT of the	In practice this is undertaken in other

		academies' to discuss higher level H&S issues	forums e.g. Exec Team – JCC etc.
July 2019	Corporate Services Team	Reference to undertaking Due Diligence for new business opportunities	To undertake thorough Due Diligence checks on new proposed academies
July 2019	Pg13	Included to ensure staff undertake statutory on line training completed , in Principals responsibility	CLF Requirement for Statutory Core training
July 2019	Pg 14	As above for Operations manager role, and general training for staff	CLF Requirement for Statutory training.
December 2019	Various	Amendments made to reflect shared building status within The Campus and role of Facility Services and Asset Manager	The model policy does not reflect the set up within the Campus building. (These are unique to Herons' Moor and are separate to the template changes CLF may make
Sept 2020	Policy Statement	To include Covid 19	In response to management of global pandemic in line with Government guidance
Sept 2020	2.3 People and wellbeing	Additional Health and Safety Committee COVID	In response to the implementation and review of government guidance to ensure COVID secure workplaces.

### Health & Safety Policy Statement

It is the policy of this Academy to conduct its operations in such a manner as to ensure the health, safety and welfare of all its employees, contractors, clients, students, general public and others while working and studying on its premises and outside those premises on associated activities. Working to the Health & Safety at Work etc. Act 1974 and UK Statutory Instruments, as well as any future national or European Union health and safety legislation.

This policy supplements and operates in conjunction with the Cabot Learning Federation (CLF) Health and Safety Policy.

This will be achieved by:

- Creating and encouraging a positive and pro-active Health and Safety culture across the organisation;
- Ensuring so far as is reasonably practicable, that all CLF premises provide a healthy and safe working environment, and that there are safe systems of work in place to provide this;
- Ensuring so far as is reasonably practicable that all CLF premises are operating following Public Health guidelines and are COVID secure. Following the safe working procedures to ensure this is implemented, as identified in individual academy risk Assessments;
- Ensuring CLF report any positive cases to Public Health England, DFE helpline and to the individual Local Authority public Health teams;
- To ensure that the safety standards prescribed are adhered to both on CLF premises and for offsite activities;
- Providing safe access and egress to the premises at all times;
- Ensuring staff receive appropriate and up to date training, information, instruction and supervision;
- Ensuring arrangements are in place to provide the safe use of, handling of, storage of and transportation of all articles and substances;
- Ensuring suitable and sufficient work equipment is available and maintained, and that the appropriate personal protective equipment is provided for use of such equipment as required;
- Providing access to adequate welfare facilities which include, but not limited to, toilets, adequately warm environment, staff room, and drinking water;
- Ensuring that when staff operate on behalf of CLF an assessment of the significant risks specific to the activities or tasks will be made. All reasonably practicable measures will be put in place to manage those risks and ensure the activities, or tasks can be conducted in a safe manner;

- Ensuring that all Secondary academies' access, reference and follow the specialist advice and guidance provided by CLEAPSS. CLEAPSS guidance and documentation is recognised by the Health and Safety Executive and the Department for Education as providing current best practice advice, including model risk assessments to the Academy and college setting for specialist curriculum areas Science, DT and Art.
- Ensure there are robust management procedures embedded for the use and storage of radio-active materials used in science. CLF are registered with the Health and Safety Executive for Secondary academies' to hold small amounts of radioactive materials used in Science. In order to hold these and be compliant with the Ionising radiation regs 2017, to ensure each academy has a trained RPO-Radiation protection officer (Trained every 5 years) and that CLF appoint an Independent RPA-Radiation protection Adviser (contracted via Somerset Scientific Services - SSS).
- Ensuring good and clear communications and consultation with/to all parties, including safety representatives of the recognised teacher unions, on all information related to health and safety and the management requirements of this;
- Monitoring compliance and good practice of health and safety, and where issues arise, ensure appropriate consultation and action is taken;
- Ensuring that all third party contracts and services awarded across the CLF, be that centrally or by individual establishments, have a consistency of approach and thorough vetting of the contracts to achieve legal compliance. To then ensure that all contracts let are monitored for compliance;
- Regularly updating the Risk Register to ensure it is a working document that continually highlights and mitigates as far as is reasonably practicable any identified risks.
- Recognising the benefits of automated external defibrillators (AEDs); the CLF will install equipment in all facilities where they are confident that capacity and skills currently available are sufficient to secure those benefits. The CLF is committed to working towards achieving this in all locations.

Whilst day to day management of health and safety can be delegated to the academies, the ultimate and overall responsibility for ensuring a safe and healthy environment lies with the CLF Board.

All Academy Councils, Principals and Academy staff must familiarise themselves with the contents of this statement, the organisational structure, and arrangements. The health and safety manual available on CLiF should be referred to as a source of safety information and guidance.

Employees have a legal duty to act in a safe manner and not to endanger themselves or others by their actions. All health and safety procedures must be communicated to staff as required. Staff are encouraged to be proactive in developing and maintaining a healthy and safe working environment and to report health and safety concerns to their line manager or through the appropriate reporting procedures.

It is the belief of this academy that a positive health and safety culture is of significant benefit to the good performance and safety of the whole academy. We aim to encourage, support and develop a positive and proactive approach for pupils, through risk education and awareness. The

organisational structure named below will ensure that sufficient resources (including financial) are available so that the policy and its arrangements can be implemented effectively.

This policy and our health and safety standards will be under continual review in the interests of continuous improvement. Formal amendment to this policy will be conducted annually or as necessary to reflect changes in the academies strategy, UK or EU law. Any changes will be brought to the attention of all staff.

**Principal**

Name: Julie Fox

Signature: \_\_\_\_\_

Date: \_\_\_\_\_ 2020

**Chair of Academy Council**

Name: Paul Westwood

Signature: \_\_\_\_\_

Date: \_\_\_\_\_ 2020

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## **1 Health & Safety Policy Organisation Structure**

The Herons' Moor Academy management structure is attached at Appendix one.

Our Academy recognises the need to identify organisational methods for implementing and managing the health and safety of all persons who work within this academy, any off site activities, each associated or subsidiary company, and anyone who visits these premises.

CLF understands the Health and Safety at Work etc. Act 1974 places ultimate and overall responsibility for health and safety with the CLF Board of Directors. The following is an outline of duties and responsibilities that have been assigned to CLF Board of Directors, Audit Committee, Executive Team, People & Wellbeing Executive Group, Corporate Services Team, Academy Councils, Academy Councillors', Principals, Operations Manager, Site Manager and academy staff.

## **2 Roles and Responsibilities**

### **2.1 Cabot Learning Federation Board of Directors**

The Board of Directors, as a corporate body, has the responsibility to set the strategic direction and objectives of all health and safety matters across the CLF. The board is responsible for ensuring that high standards of corporate governance are maintained. It exercises its powers and functions by addressing such matters as policy and strategic development, adopting an annual plan and budget, monitoring the CLF safety management systems, managing the corporate risk register and making strategic decisions about the direction of the CLF. The overall aim is to ensure a positive health and safety culture is established and maintained throughout.

The Board must ensure that all reasonable steps have been taken to reduce the possibility of accident or injury to staff, students and visitors. CLF Sub-committees, the Executive Team, Principals and Senior leadership teams, Academy Councils and any relevant Project Steering Group will keep the Board informed of all developments relating to health and safety matters and will include such matters in a health and safety report.

The CLF Board of Directors responsibilities are:

- To ensure that each Board Member accepts their individual role in providing health and safety leadership for the CLF;
- To ensure the Board formally and publicly accepts its collective role and responsibility in providing health and safety leadership for the CLF;
- To ensure the Board's decisions reflect its health and safety intentions as articulated in the CLF health and safety Policy statement;



- Ensuring an overall CLF health and safety strategic development plan, including key targets, is implemented and undertaken with engagement from all members of the Executive Team;
- To receive regular and thorough updates in relation to the strategic development plan and associated actions;
- To warrant that all external and third party contracts that are awarded across the CLF have a consistency of approach, the required levels of competence and ensure legal compliance. Any successful contracts awarded by the CLF must have been appropriately vetted for health and safety, financial and equality standards and other measures deemed appropriate;
- To ensure every academy has an Academy Council established in accordance with the CLF Articles of Association. To ensure the Academy Council is chaired by a member nominated by the Board and includes a designated Health & Safety Councillor;
- To ensure that each academy has an operational Health and Safety committee;
- To provide and ensure an informed, proportionate and prioritised risk management system for the CLF is implemented and monitored;
- To ensure annual health and safety targets and initiatives are recorded and published across the CLF;
- To ensure effective accident and near miss reporting and investigation procedures are in place across the CLF;
- To ensure monitoring of compliance contracts throughout the CLF is undertaken and suitable reports are provided to the Executive Groups e.g. mechanical and electrical statutory inspections, fire risk assessments, asbestos surveys, water hygiene monitoring. This includes those academies under the BSF scheme;
- To ensure there is an effective business continuity plan in place for each CLF premises;
- To ensure there is an emergency plan along with emergency procedures in place for the safe evacuation of all CLF premises;
- To confirm that there have been no instances of material irregularity, impropriety, lack of integrity or negligence of health and safety statutory instruments across the CLF and associated or subsidiary companies;
- To review the CLF health & safety annual report.

## 2.2 Audit Committee

The Audit Committee must:

- Review the CLF risk management practices and procedures and ensure appropriate action plans are in place;
- Ensure progress of internal and external audits.

### 2.3 People & Wellbeing Executive Group

The People and Wellbeing Group are responsible for Health and Safety and they must:

- Receive a progress report on individual academy findings, issues and progress to date from CLF health and safety manager;
- Implement spot checks on a specific target area for consistency of approach and compliance;
- Ensure there are effective and adequate formal internal and external communications on health and safety across the CLF;
- Ensure the CLF health and safety strategic development plan is implemented;
- Ensure there are systems in place to gather data, record and publish annual health and safety targets and initiatives across the CLF;
- Ensure suitable and sufficient monitoring, reviews and recommendations of all health and safety management systems across the CLF is warranted and implemented;
- Ensure contingency emergency arrangements and business continuity plans are in place to enable CLF strategic and education operations to continue in line with statutory requirements.

#### During the COVID-19 Pandemic

During the COVID-19 pandemic, a subcommittee of the board has been established, called The Health and Safety Committee and is responsible for overseeing the CLF response to the COVID-19 pandemic.

This will be for a temporary period from May to initially October 2020 and beyond as required and agreed by the CLF Board. The responsibility of the Health and Safety Committee is to ensure the adequacy of health and safety practice throughout the CLF through Covid-19. The H&S Committee has a role as final approver within in the 'sign off' protocol agreed by the CLF Board in May 2020.

Guidance has been provided by the Government as well as the NHS and Public Health England (PHE) on a regular basis and is updated routinely. The Central Team has monitored this guidance regularly and consistently (as well as reviewing helpful summaries provided by organisations such as the Confederation of Schools Trusts) to make sure that Academy colleagues are able to benefit from and rely on support and documents produced centrally.

The Health and Safety (H&S) sub-committee reviews information related to the approach to H&S through the COVID-19 pandemic and in particular in preparedness for wider opening from (earliest) 1<sup>st</sup> June 2020, and further approaches as they develop, e.g. the safe opening of our leisure facilities for letting in line with specific national governing body sport guidance.

H&S has been at the centre of the CLF response to COVID-19. This has been articulated through the five guiding principles:

- Keep people safe and support each other
- Support pupils to learn over time and prepare for next steps

- Ensure support for our most vulnerable
- Promote positive mental health and wellbeing
- Promote Equity (people have what they need, rather than the same)

## 2.4 Executive Team

The Executive Team must support the implementation of health and safety across the CLF by:

- Implementing and reviewing policies;
- Considering the impact of health and safety in all strategic and operational decision making;
- Implementing ways in reducing the likelihood of people being harmed by CLF activities;
- Appraising findings and appropriate actions from health and safety audits, compliance audits, inspection audits, Reporting of Injuries Disease and Dangerous Occurrences (RIDDOR) reports;
- Ensuring systems are in place and adhered to in order to minimise the likelihood of enforcement action, penalties and prosecutions;
- Managing and monitoring an informed, proportionate and prioritised risk management system for the CLF;
- Ensuring there is an emergency plan with procedures for the safe evacuation of a CLF premises;
- Be the point of contact for feedback and progression for the academies and academy health and safety Committees should any issues arise;
- Provide two way feedback in monitoring and review of operational health and safety issues, and feedback from and to the academy health and safety committee;
- Monitoring the structure, attendance, schedule and agenda of the academy health and safety committee.

## 2.5 Corporate Services Team

The Corporate Services Team must:

- Manage the Risk Management process across the CLF;
- Update and recommend for approval the CLF Health and Safety Policy and produce an academy level Policy for adoption by academies;
- Produce an annual health and safety strategic development plan;
- Provide expert advice and guidance to CLF staff regarding health and safety issues;
- C,H&S officers to undertake regular Health and Safety audits and other monitoring/support visits in each academy;

- The C,H&S officers to support the production of audit action plans in collaboration with Operations Manager;
- To work with the Operations Manager to action the points raised within the audits, and record rectifications to close/ manage the issue identified
- Review the status of health and safety across the CLF ensuring appropriate action is taken where areas of weakness or concern are identified;
- Undertake and feed into the Due Diligence process for new business opportunities.
- Lead the development and delivery of effective and robust health and safety processes and services across the CLF;
- Support action as required following any health and safety incident;
- Implement an effective accident reporting and investigation procedure across the CLF;
- Ensure all relevant internal and external stakeholders are involved/participate in key health and safety activities and processes to ensure the development of robust and appropriate systems;
- Maintain the central health and safety records and use them to inform the audit programme;
- Arrange statutory training in health and safety matters;
- Create and publish health and safety related communications through news items to support the knowledge and skills of staff with health and safety responsibilities across the organisation;
- Engage specialist advisors when required and work with them on specialist activities such as asbestos, fire risk assessments etc.;
- Oversee the process for contractor selection via Pre-Qualification Questionnaire (PQQ);
- Oversee the mechanical and electrical statutory compliance contract, Catering and Cleaning;
- Gather data, record, monitor and provide reports on the effectiveness of the health and safety systems to the People and Wellbeing Executive Group and CLF Board.

## 2.6 Academy Council

The Academy Council will support and drive a positive health and safety culture by ensuring all health and safety considerations are embedded within their routine business. The Academy Council will be represented on the Campus Health and Safety Committee. The purpose and objectives of the committee are clearly defined in the terms of reference at Appendix two. The Council will receive an annual report on Health and Safety produced by the Principal in consultation with the Operations Manager.

The Academy Council will ensure via its own meetings that:

- In co-operation with the CLF Board and Principal, the Health and Safety Policy reflects the status of the Academy and that the policy is regularly reviewed, revised and new arrangements are implemented, as and when necessary;
- Risk Assessments are undertaken for any activity that has significant associated risks and that a written record of these assessments is kept and reviewed annually or as change occurs;
- Where practically possible sufficient resources are allocated and authorised within the Academy budget to meet statutory procedures and standards for health and safety;
- When awarding contracts, health and safety is encompassed in specifications and contract detail;
- In accordance with best practice, health and safety inspections of the Academy site are carried out and recorded;
- Testing, maintenance, servicing and auditing is carried out in accordance with best practice and in line with current legislation. This includes, but is not limited to; fire risk assessments, water hygiene management, radioactive sources; PAT testing;
- There are effective arrangements in place for business continuity;
- There is an emergency plan with procedures for the safe evacuation of the Academy in place;
- The Academy meet and adhere to the UK Statutory Instruments, as well as any future National or European Union Health and Safety Legislation. Offer advice as required.
- The Academy is following the procedures for off site visits, and is using the Evolve system for the management and approval of offsite activities. The Academy has a trained Educational Visits Co-ordinator managing the Evolve system and submitting all residential trips.

## 2.7 Principal

The Principal is responsible and accountable for the implementation and compliance of this Health and Safety Policy within the academy.

The Principal has responsibility for:

- Working together with the Senior Leadership Team and Academy Council to advise on any safety guidance or procedures that need to be introduced, to ensure the Health and Safety Policy and procedures are implemented and complied with;
- Ensuring a positive health and safety culture is encouraged and developed within the academy;
- Ensuring effective health and safety management arrangements are in place for carrying out statutory requirements, regular inspections, surveys, risk assessments, implementing actions and submitting inspection reports to the Academy Council and other agencies where necessary including those relating to asbestos, fire, water hygiene, audits etc.;

- Ensuring there are effective arrangements in place for business continuity along with an emergency plan and procedures for the safe evacuation of the Academy. The emergency plan and/or relevant emergency procedures are effectively communicated to all staff, contractors, volunteers, visitors, other members of the public and where applicable, emergency services and the Local Authority;
- Ensure the policy and other appropriate health and safety information is communicated to all staff including contractors;
- Ensuring the impact of health and safety is considered in all strategic and operational decision making;
- Ensuring health and safety investigations are carried out a by competent person/s;
- Ensuring all staff have had an induction, have undertaken statutory on line training, are provided with adequate information, instruction and training and are competent to carry out their roles;
- Working with the Operations Manager to ensure an annual report is submitted to the Academy Council;
- Ensuring consultation arrangements are in place for staff and their trade union representatives (where appointed) and recognising the rights of trade unions in the workplace;
- Ensuring appropriate systems are in place to make certain the premises, plant and equipment are maintained in a serviceable and compliant condition;
- Reporting to the Health and Safety Manager any hazards which cannot be rectified within the establishment's budget;
- Ensuring an up to date Trips and Visits Policy is in place which provides clear guidance for staff. Ensure EVOLVE, the online system for the planning, approval and management of educational visits, extra-curricular activities is used without exception and all Cat C trips have been approved in good time by the CLF Health and Safety Manager. To ensure risk assessments for the activity are undertaken, and suitable and sufficient action plans and procedures are implemented. Ensure information and arrangements to parents/carer's of pupils is communicated effectively. Reference: National Guidance for the Management of Outdoor Learning, Off-Site Visits.

The Principal may undertake or delegate certain tasks to appropriate senior staff or managers within the academy. It is to be clearly understood by everyone concerned that the delegation of certain duties will not relieve the Principal from the overall day-to-day responsibilities for health and safety within the academy.

## **2.8 Operations Manager ( OM )**

The OM has responsibility for:

- Working with the Health Safety and Compliance officer to ensure the academy meets and adheres to the UK Statutory Instruments, as well as any future National or European Union Health and Safety Legislation as advised by CLF Health and Safety Manager;
- Developing and implementing, with the support of the Compliance Health and Safety Officer relevant action plans based on risk assessments, outcomes of meetings, audits, inspections and emergency arrangements;
- Ensuring all staff have had an induction, have undertaken statutory on line training, are provided with adequate information, instruction and training and are competent to carry out their roles;
- Working with the Compliance, Health & Safety Officer to implement effective arrangements for business continuity along with an emergency plan and procedures for the safe evacuation of the academy;
- Investigating and reporting all serious incidents and liaising with appropriate persons as necessary. Understanding the legal time frame for reporting RIDDOR Accidents to the Health and Safety Manager ;
- Working with the Principal and Deputy Principal, report to the Campus Health and Safety Committee. The terms of the reference Committee are attached at appendix two. An annual report will also be presented to the Academy Council;
- In conjunction with the Finance Manager, to monitor purchasing to ensure compliance with the CLF Financial Regulations and CLF Health and Safety Policy;
- To receive conformation from the Campus Facility Services and Asset Manager to ensure there is a systematic and methodical system for the inspection and servicing of workplace equipment within the academy, of both specialist and non-specialist areas;
- To have a degree of oversight of the effective management and monitoring all statutory requirements, compliance contracts, asbestos management, fire risk assessments, water hygiene management, management of radioactive sources and all other maintenance service agreements carried out at the Academy. This should be undertaken with guidance from the Corporate services Team;

This works differently to other CLF Academies due to the function being the responsibility of the Campus Facility Services and Asset Manager.

- Ensuring that ahead of a refurbishment or building projects, communicate and work with the Corporate Services Team - Projects. Building projects must comply with the Construction (Design and Management) Regulations 2015(CDM). Ensuring that all structural/construction/refurbishment works undertaken by the Academy are notified by the Site Manager in good time
- Ensuring appropriate local procedures are in place for the management of contractors on site and that the contractors log book is implemented and followed;
- Ensuring appropriate action to identify and manage any hazards arising out of contractors work or activities undertaken. Provide any appropriate health and safety information to

contractors' e.g. asbestos register and log book, underground services, floor loading, safe working loads, academy activities;

- Ensuring all staff are made aware of the contents of the Health and Safety Policy and their responsibilities within it.
- Ensuring all accidents (including near misses) occurring within the Academy are promptly and correctly reported and investigated.
- Carry out regular, or termly inspections of their areas of responsibility to ensure that equipment, furniture and activities are safe and record these inspections as required. Arrange for the repair, replacement or removal of any item of furniture or equipment that has been identified as unsafe;

## **2.9 The Campus Facility Services and Asset Manager**

Heron's Moor Academy's facility services are provided by North Somerset Council and are shared with The Campus, Baytree School, and Locking Castle Children's Centre.

The Campus Facility Services and Asset Manager should work in conjunction with the Operations Manager for all matters relating to health, safety and welfare within the scope of their duties.

The Facility Services and Asset Manager's responsibilities are to:

- Swiftly rectify defects and hazards that they identify or have been brought to their attention.
- Communicate with the Operations Manager on any significant areas;
- Ensure local practices are followed and be responsible for contractors when they enter the academy to undertake contractual work, maintenance, servicing. This should include all health and safety matters, a mini induction to site, proportionate to the size and scale of the works, and where required to issue any required permit to work;
- Ensure the implementation of the contractors log book is in place and followed;
- Notify the Projects and Contracts Manager of any planned Hot Works so the CLF Insurers can be notified;
- Review written risk assessments and method statements (RAMS) for all intended works before the work commences;
- Familiarise themselves with all relevant information, surveys, inspections, statutory and compliance findings, and where relevant ensure the Operations Manager is updated for actions to be considered, authorised and implemented;
- Ensure that ahead of a refurbishment or building project commencing the academy seek advice/guidance from the Corporate Services Team - Projects. Building projects must comply with the Construction (Design and Management) Regulations 2015(CDM). Good communications with the Operations manager must be maintained;
- Ensure that all site staff, including cleaning and catering staff, are equally aware of the Academy Health and Safety Policy and that they are aware of any arrangements of the policy



that affects their work activities e.g. storage arrangements, materials, equipment and hazardous substances;

- Implement a systematic and methodical system of servicing, inspecting, maintaining and checking workplace equipment within the Academy, for non-specialist areas e.g. Gym equipment, playground equipment, DT equipment, bleacher seating etc. (The Operations Manager will maintain oversight);
- Ensure competency of all contractors appointed to undertake work or activities on the site. All contractors must have completed the PQQ process ahead of works commencing. They must support the CLF's commitment to safeguarding children and have appropriate DBS certificated staff, or where the DBS status of contractors is not known ensure that they are supervised by authorised member of academy staff whilst on site (The Operations Manager will maintain oversight);
- Undertake and co-ordinate the emergency procedures relevant to them and their team, as detailed in the emergency plan;
- Undertake required checks of safety systems, e.g. Fire alarm, fire doors, firefighting equipment, smoke detectors, water temperatures, flushing of little used outlets etc. as legally required and defined within the CLF PPM& Statutory compliance Guide (The Operations Manager will maintain oversight);
- Undertake inspections and rectifications of site security and secure fencing and to ensure the intruder alarm is operational and tested (The Operations Manager will maintain oversight);

## **2.10 Vice Principal/Line Managers**

This group are responsible for the health and safety of all staff, workplaces and activities under their control. To achieve this, their duties include the following:

- Develop strong, positive health and safety attitudes among those staff reporting directly to them;
- Ensure a positive health, safety and welfare awareness culture is developed and actively encouraged with all students;
- Apply the Academies Health and Safety Policy to their own department or area of work. Be directly responsible to the Operations Manager for the application of the health and safety procedures and arrangements to all staff and students;
- Ensure regular health and safety risk assessments are undertaken in High Risk departments and for those activities for which they are responsible and that control measures are implemented and shared with all staff.
- Maintain, or have access to an up to date library of relevant published health and safety guidance from sources including CLEAPSS, AfPE etc and ensure all staff are aware of and make use of such guidance;

- Ensure that appropriate safe working procedures are brought to the attention of all staff under their control;
- Resolve any health, safety and welfare problems members of staff refer to them. Inform Principal/Operations Manager of any problems if they cannot achieve a satisfactory solution within the resources available to them;
- Checking the adequacy of fire precautions and procedures in liaison with the Operations Manager. Ensure a copy of the Fire Action Notices and assembly point(s) are prominently displayed in all rooms and areas for which they are responsible;
- Ensure, so far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and pupils to avoid hazards and contribute positively to their own health and safety;
- Establish acceptable housekeeping and safe storage standards in all areas of their responsibility;
- Develop a training plan that includes specific job instructions and induction for new or transferred employees. Ensuring that the training needs of their staff are monitored and training opportunities made available. Making known to the Operations Manager any identified training needs;
- Implement emergency procedures that are relevant to their department or activities, within the academy;

### **2.11 Teaching Staff, Supply Staff and Cover Supervisors ( See also 2.12 Other employees duties)**

This group are responsible for the health and safety of themselves, other staff and pupils, and activities under their control. In order to achieve this, their duties include the following:

- Ensuring that a positive health, safety and welfare awareness culture is developed, actively encouraged and reinforced with all students;
- Implementing the health, safety and welfare procedures for students at a level appropriate for their requirements. Ensuring that these procedures are explained so they can be easily understood;
- Carry out safety briefings and refer to specific risk assessments especially before any hazardous or high-risk activities and lessons. Seek information on any special safety measures that must be adopted in their own areas of responsibility and ensure that they are adhered to;
- Ensuring that all students and supply teachers are aware of the general health and safety requirements of the academy and the detailed requirements or arrangements for activities relevant to them;
- Ensure, so far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and pupils to avoid hazards and contribute positively to their own health and safety;

- Exercise effective supervision of students and maintain an awareness of emergency procedures in respect of fire, Lockdown, first aid, accident or incident reporting;
- Setting an example by personally following safe working practices;
- Ensuring that where necessary, the appropriate personal protective equipment is available, in good condition and used. Ensure any other identified safety measures in the risk assessment are implemented;
- Ensuring that all electrical equipment is visually checked before use, and not left on and un-attended;
- Reporting to their Line Manager any defects in equipment or identified inadequacies in procedures;
- Where any defect renders the equipment potentially hazardous, it should be isolated and clearly labelled 'awaiting repair', until repaired or replaced;
- Integrating all relevant aspects of health and safety into the teaching process and if necessary, giving special lessons e.g. the use of equipment in technology lessons;
- Highlighting any training needs deemed necessary to fulfil their role to their line manager or head of department;
- Establish good housekeeping and safe storage standards in all areas of their responsibility;
- Ensure they are familiar with the emergency procedures and arrangements within their work area e.g. First aid accidents, fire, lockdown etc.

## 2.12 Other Employee Duties

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

All employees have responsibility to:

- Take reasonable care for the health and safety of themselves and others in undertaking their work;
- Comply with the CLF and Academy's Health and Safety Policy and procedures at all times;
- Report all accidents and incidents in line with the Academy's reporting procedure;
- Report all defects in relation to the condition of premises or equipment and any health and safety concerns immediately to their line manager;
- Report immediately to their line manager any shortcomings in the academy's arrangements for health and safety;
- Co-operate with the Academy's 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;
- Inform the academy's Senior Leadership Team if something happens that might affect their ability to work e.g. suffering an injury, taking prescribed medications that could affect them, penalty points on a driving license, pregnancy;
- 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;
- Ensure they are familiar with the emergency procedures and arrangements, within their work area e.g. First aid accidents, fire, lockdown etc.

### **2.13 Health care Assistant/First Aiders**

Staff, who are competently trained will be appointed as first aiders and will receive refresher training as required.

- The Academy Health Care Assistant will be required to ensure that they have a fully stocked in-date First Aid kit at their normal place of work to enable them to respond effectively to any notified incident;
- They will ensure appropriate forms are completed e.g. accident forms;
- If an ambulance is called the Operations Manager will be notified as this is to be reported to CLF Health & Safety Manager as a possible RIDDOR incident;
- Staff must familiarise themselves with, and follow the CLF First Aid Policy.

### **2.14 Trade Union Safety Representatives**

Trade union representative will be encouraged by the Academy to:

- Fulfil their duties;
- Attend any appropriate training;
- Consult regularly with the Health and Safety representatives on Health and Safety matters;
- Inspect the establishment in accordance with the agreed trade union procedures.

### **2.15 Education Visit Co-ordinator**

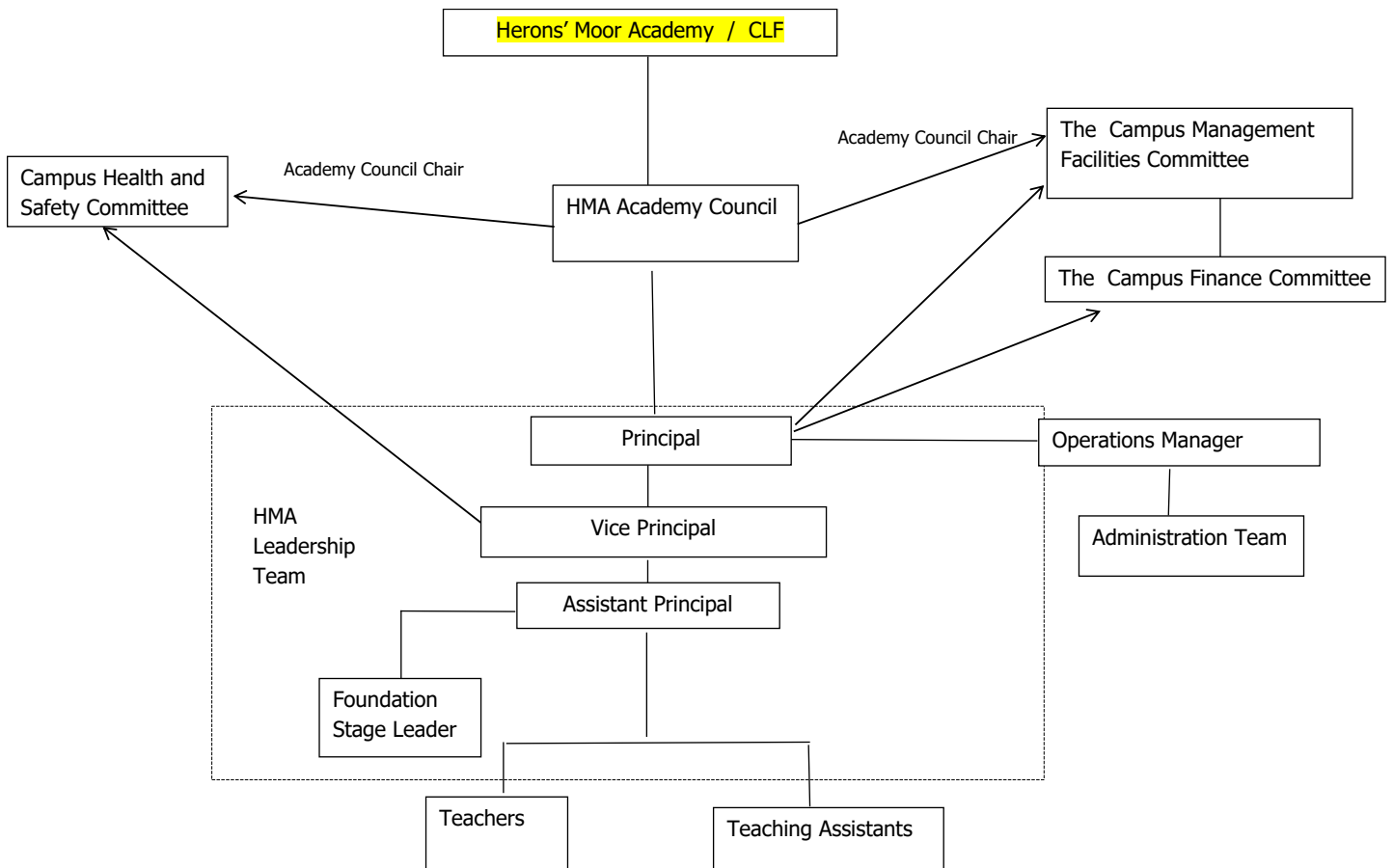
- Be a champion for all aspects of visits and outdoor learning;
- Challenge colleagues across all curriculum areas to use visits and outdoor learning effectively in order to provide a wide range of outcomes for children and young people and contribute towards school/establishment effectiveness;

- Support/oversee planning via the Evolve Management System, so that well considered and prepared arrangements can lead to well-managed, engaging, relevant, enjoyable and memorable visits/outdoor learning;
- Ensure that planning complies with the CLF's requirements and that the arrangements are ready for approval within agreed timescales;
- Support the Principal in approval decisions so that all those with responsibility have the competency to fulfil their roles;
- Ensure that each activity is evaluated against its aims for learning and development, that good practice is shared, and any issues are followed up and comply with statutory and employer's requirements;
- Keep the Senior Leadership Team and Councillors informed about the visits/outdoor learning taking place and its contribution to school/establishment effectiveness.

#### **2.16 Students**

- All student must adhere to the procedures and policies at the academy e.g. Pupil Behaviour Policy, E-Safety Policy.

Appendix One



Appendix Two

**The Campus Health and Safety Committee**

**Terms of Reference**

- a) To promote co-operation and dialogue between the Community Services Manager (CSM), Head of Baytree Special School, Principal of Herons' Moor Academy, Locking Castle and Locking Children's Centre Manager, and their employees, in initiating and developing measures to ensure the health, safety and welfare of their employees;
- b) To consider Campus-wide matters of health, safety and welfare and to make decisions in these matters that affect the whole facility
- c) To consider accident, prescribed reportable diseases and dangerous occurrence statistics, safety inspections and reports, reports from the HSC/HSE and other expert bodies as appropriate to the Campus and make recommendations to the Campus Management Committee or each of the three partners as appropriate;
- d) To initiate the development of health and safety procedures and work practices and monitor their implementation and effectiveness;
- e) To monitor the provision of health and safety training and attendance levels within the Campus and report this, with recommendations, to the Campus Management Committee;
- f) To consider and promote health and safety consultation, communication and publicity where appropriate;

Ratified by Academy Council 20 <sup>th</sup> January 2020	Ratified by Academy Council 7 <sup>th</sup> December 2020			