**St Giles School**

**Health and Safety Policy**

**Part 1: Statement of Intent**

The Governors and Head Teacher of St Giles School recognise and accept their responsibility for ensuring, so far as reasonably practicable, the health, safety and welfare at work of all employees, pupils and other persons who may be affected by any of the school’s activities.

The Governors’ and Head Teacher’s prime objective is to achieve and maintain a high standard of health, safety and welfare throughout the school and its activities. They will ensure that the school complies with the requirements of the Health and Safety at Work Act 1974 and associated legislation.

In particular, the Governors and Head Teacher aim:

* To operate within the structure and framework laid down by Croydon Council.
* To ensure senior staff develop and maintain a culture within the school supportive of health, safety and welfare.
* To establish an effective safety management structure and arrangements to implement requirements.
* To ensure a systematic approach to the assessment and control of risks.
* To ensure that employees actively participate in identifying hazards.
* To ensure that employees are competent in the work that they are doing
* To minimise hazards entering the school.
* To ensure the competence and management of contractors on school premises.
* To monitor work practices and regularly review safety management systems.

The Governors and Head teacher will commit suitable resources (human, time and financial) to the achievement of these aims. They will seek competent advice from the Corporate Health and Safety Consultants as required.

Every employee is responsible for his/her own health and safety, as well as that of colleagues, pupils and others. Employees should co-operate with the school’s management to achieve this.

The important contribution that employees and their representatives can make in improving health and safety is recognised and encouraged. The Governors and Head Teacher will establish and maintain a school safety committee for this purpose. This policy will be brought to the attention of, and/or issued to all members of staff.

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

**St Giles School**

**Health and Safety Policy**

This policy statement supplements:

* Croydon Council’s general policy statement of intent;
* The People Department Health and Safety Policy.

The above, and other health and safety policies and guidance may be downloaded by staff from Fronter.

**Signed: ……………………………………………….. (Chair of Governing Body)**

**Date: …………………………………………**

**Signed: ……………………………………………….. (Head Teacher)**

**Date: …………………………………………**

**To be reviewed: ……………………………**

**St Giles School**

**Health and Safety Policy**

**Part 2: Organisational Responsibilities for Health and Safety**

As the employer, Croydon Council has overall responsibility for Health and Safety in Community, Special and Voluntary Controlled Schools.

**Overall Approach**

At a local level the main responsibilities for ensuring the day-to-day management of all health and safety matters in the school rest with the Head Teacher and the Governing Body. To fulfil these responsibilities, the Head Teacher has delegated some of the tasks, with training, to the appropriate staff. Staff report back to the Head Teacher once tasks have been completed. The Head Teacher overviews the tasks to ensure that they have been undertaken to a suitable standard, and where appropriate, liaises with the Governing Body or the Council on matters that need taking forward.

Policies and arrangements on key topics are contained within the Fronter site Department which is reviewed and maintained by the Health and Safety Consultancy. <https://fronter.com/croydon/main.phtml>

**Roles and Responsibilities**

The following health and safety responsibilities are in addition to the normal day-to day duties associated with individual jobs:

**Governing Body and Head Teacher**

* To ensure there is an adequate, signed and up-to-date Health and Safety Policy for the school detailing responsibilities for ensuring health and safety within the school (\*).
* To commit resources to fulfil the Health and Safety Policy.
* To ensure that there is a Health and Safety Plan for each year (\*).
* To prioritise actions where resources are required (\*).
* To ensure actions are undertaken.
* To monitor achievement of plans and extents of compliance with standards (\*).
* To monitor trends in accidents and incidents (\*).
* To receive and where appropriate, action inspection reports.
* To include health and safety on governors’ meeting agenda.

**St Giles School**

**Health and Safety Policy**

* To receive and where appropriate action the minutes of the schools’ Health and Safety Committee.
* To produce an annual report on health and safety.
* To periodically review the adequacy of health and safety arrangements.

***(\* Training needs: Role of Governors, Management of Health and Safety and Principles of Risk Assessment)***

**Head Teacher**

* To ensure staff are competent to undertake tasks delegated to them (\*).
* To identify staff training needs and to arrange for appropriate training (\*).
* To ensure risk assessments are undertaken (\*).
* To ensure appropriate action is taken on identified significant risks (\*).
* To ensure that there are procedures for serious and imminent danger.
* To investigate accidents and complete the appropriate paper-work (\*).
* To consult staff and safety representatives on health and safety matters.
* To co-operate with and provide necessary facilities for trade’s union safety representatives.
* To ensure the induction of new and transferring staff and volunteers (\*).
* To manage the contracts for catering and cleaning contractors and report concerns to the Client Officer as appropriate.
* To manage maintenance contracts e.g. for gym equipment.
* To ensure safe hiring of school premises to third parties.
* To ensure the competency and management of visiting contractors (\*).
* To ensure the safety of visitors to the school’s premises.
* To ensure regular inspections of the school premises.
* To submit inspection reports to governors.
* To Chair the school’s health and safety committee (\*).
* To pass on health and safety information received to the appropriate people.
* To participate in Council safety audits.

***(\*Training needs: Management of Health and Safety, Management of Contractors, Role of a safety Committee, Principles of Risk Assessment, Accident Investigation)***

**School Business Manager**

* To deputise for the Head Teacher in his / her absence (\*).
* To undertake risk assessments in conjunction with Heads of Departments (\*).
* To undertake risk assessments for all activities of school, including those off site.

**St Giles School**

**Health and Safety Policy**

* To undertake risk assessments for the activities of school ancillary and support staff e.g. caretaker, secretary etc. (\*).
* To report to the Head Teacher with the results of the risk assessments.
* To undertake workplace inspections with the Heads of Departments (\*).

***(\*Training needs: As for Head Teachers, but in addition Risk Assessment and Workplace Inspections)***

**Heads of Departments or Nominated Person**

* To assist the School Business Manager to undertake risk assessments of activities both within departments and off site (\*).
* To draw up departmental procedures to manage significant risks (\*).
* To arrange or staff training and information (\*).
* To induct new, transferring and volunteer staff (\*).
* To undertake workplace inspections with the Deputy Head Teacher (\*).
* To pass health and safety information received to appropriate people.
* To act on reports from above or below the hierarchy.

***(\*Training needs: Health and Safety Management, Risk Assessments and Workplace Inspections)***

**Staff**

* To check that classrooms and work areas are safe.
* To check that equipment is safe before use.
* To ensure safety procedures are followed.
* To ensure that appropriate protective equipment is available and used , when needed.
* To participate in risk assessments, inspections, audits and the health and safety committee, if appropriate.
* To bring problems to the relevant manager’s attention.
* To report all accidents and incidents.

**School Administration Staff or Nominated Person**

* To manage the front door and security system
* To dispatch completed accident investigation forms.
* To administer first aid, if appropriate (\*).
* To ensure first aid equipment is up-to-date and available.
* To monitor unwell children

***(\* Training needs: First Aid)***

**St Giles School**

**Health and Safety Policy**

**Caretaker, Site Manager or nominated person**

* To monitor condition of any asbestos in the school and report problems.
* To test the fire alarm each week.
* To ensure all signage (e.g. fire escape routes, trip hazards etc) is appropriate and maintained.
* To monitor the school’s cleaners to ensure they work safely (\*).
* To organise or undertake portable electrical testing (\*).
* To arrange and manage for contractors to undertake small repair works (\*).
* To report hazards.
* To maintain health and safety records e.g. records on fire alarm servicing etc.

***(\*Training needs: Asbestos Awareness, Safe Use of Chemicals, PAT testing, Managing Contractors)***

**Monitoring**

Consideration of health, safety and welfare matters will form an item on the agenda of each meeting of the Governing Body. In addition, the Governing Body will monitor and evaluate the effective working of the system within the school by the following means:

a) monitoring accident/incident reports. The Head Teacher will report all accidents to pupils and staff to the Governing Body and call attention to any which indicate that any alteration to equipment, premises, routines or procedures are needed.

b) checking safety committee minutes and follow-up procedures.

c) checking reports of inspections by the management and ensuring that these are high quality and are carried out on time. Receiving reports from Safety Representatives concerning inspections carried out by them.

d) receiving reports from the Head Teacher on:

* complaints and hazard reports from staff and visitors
* visits from HSE Inspectors
* new Council guidance and Code of Practice and methods of implementation
* any Safety Audit arranged by the Council or commissioned from consultants
* any guidance or advice from the Department for Children, Schools and Families (DCSF), HSE or other organisations concerned with health and safety in educational establishments
* staff training

**St Giles School**

**Health and Safety Policy**

e) Where deficiencies are identified or action is necessary seeing that action is allocated to individuals. Time limits have been set and both immediate and long-term remedial action is identified in the case of hazards.

**Part 3: Arrangements**

**(Refer to the health and safety manual, guidance and procedures as appropriate)**

Appendix 1 - Fire evacuation and other emergency arrangements

Appendix 2 - Inspection and maintenance of emergency equipment

Appendix 3 - First aid and medication

Appendix 4 - Accident reporting procedures

Appendix 5 - Lone working

Appendix 6 - Health and safety information and training

Appendix 7 - Work equipment

Appendix 8 - Flammable and hazardous substances

Appendix 9 - Moving and Handling

Appendix 10 - Health and safety monitoring and inspections

Appendix 11 - Asbestos

Appendix 12 - Risk assessments

Appendix 13 - Offsite visits

Appendix 14 - Work at height

Appendix 15 - Display screen equipment

Appendix 16 - Vehicles

Appendix 17 - Lettings

Appendix 18 - Contractors

Appendix 19 - Minibuses

Appendix 20 - Stress

Appendix 21 - Legionella

Appendix 22 - Violence to staff

Detailed information is given in the Council manual, policies and guidance and the People Departmental Health and Safety guidance which cover many other risk areas, codes of practice and guidance notes.

**St Giles School**

**Health and Safety Policy**

**Appendix 1: Fire Evacuation and Other Emergency Arrangements**

Fire precautions: Reference the schools fire risk assessment. Also include in this paragraph details of the location of firefighting equipment, details of maintenance, who summons the Fire Brigade, necessity for keeping staircases and escape routes clear and fire exits unblocked and unlocked.

The Head Teacher is responsible for ensuring the fire risk assessment is undertaken and implemented. The fire risk assessment is located in the ‘Red Fire Box’ situated below the fire panel and reviewed on an annual basis.

**Fire Instructions**

These documents are made available to all staff and included in the establishments induction process.

An outline of evacuation procedures are made available to all contractors / visitors and are posted throughout the site.

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

**Fire and Evacuation**

Fire and emergency evacuation procedures are detailed in the School Evacuation Plan and a summary posted in each classroom. These procedures will be reviewed at least annually.

Emergency contact and key holders are maintained by the School Business Manager.

**Fire Drills**

Fire drills will be undertaken termly, and a record kept in the Fire Log book.

**Fire Fighting**

* 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.
* Ensure the alarm is raised **before** attempting to tackle.
* All staff have received Fire Safety Training.
* Details of service isolations points (e.g. gas, water, electricity) are shown on the layout situated by the Fire Panel.
* Material safety data sheets for chemicals and flammable substances are kept by the School Business Manager and Caretaker for consultation.

**St Giles School**

**Health and Safety Policy**

**Appendix 2: Inspection / Maintenance of Emergency Equipment**

**Testing of the Fire Alarm System**

Fire alarm call points will tested weekly in rotation by the School Caretaker and a record kept in the Fire Log book. Regular testing of fire alarms will occur on Wednesday at 08:45 a.m.

Any defects on the system will be reported immediately to the School Business Manager on Ext. 124.

A fire alarm maintenance contract is in place with JPRO Ltd on 01732 356242 and the system tested annually by them.

Smoke and heat detectors are tested on a quarterly basis by JPRO Ltd (as above).

**Inspection of Fire Fighting Equipment**

JPRO Ltd undertakes and annual maintenance service of all firefighting equipment.

The School Caretaker carries out weekly checks that all firefighting equipment is available for use and operational and for any evidence of tampering.

Defective equipment or extinguishers that need recharging should be taken out of service and reported to JPRO Ltd.

**Emergency Lighting Systems**

This system will checked monthly by the School Caretaker and annually by JPRO Ltd.

Test records are located in the Fire Log book.

**Means of Escape**

The School Caretaker carries out daily checks for any obstructions on exit routes and ensures all final exit doors are operational.

**St Giles School**

**Health and Safety Policy**

**Appendix 3: First Aid and Medication**

First Aid: Include in this paragraph location of boxes, who is responsible for keeping them supplied. Names of trained first-aiders, appointed persons.

**First Aid Boxes**

Are located at the following points:

Hall Class FE

Science Room PMLD Corridor

FTT Room Hygiene Room 3 (in corridor outside)

Art Room Reception

The Social Care Team Leader is responsible for regularly checking the contents of the first aid boxes are complete and replenished as necessary. A check should be made at least termly.

**Trained to ‘First Aid at Work’ Level:**

Sarah Gray Sylvia Wild

Joan Campbell Angela Georghiou

Donna Hess Misfir Al-Gamdi

**Trained to EYFS Paediatric First Aid Level:**

Hazel Earl

Emma Stradling

Maureen Goodwin

Peju Obahiagbon

The Head Teacher will ensure that First Aiders have a current certificate and that new persons are trained should First Aiders leave.

The School Caretaker will check that any vehicles are properly equipped with first aid boxes before they are used.

**Transport to Hospital**

If the First Aider or Head Teacher considers it necessary, the injured person will be sent directly to hospital (normally by ambulance). Parents and / or guardians will be informed. No casualty should be allowed to travel to hospital unaccompanied and an accompanying adult will be designated in situations where parents cannot be contacted.

The school will follow the procedure for completion of incident / accident records in accordance with Council guidance.

School Nursing staff should be contacted in Ext 225 in the event of a medical emergency.

**Records**

All first aid treatments are recorded and kept in the pupil’s medical records in the Nursing Department.

**Administration of Medicines**

All medication will be administered to pupils in accordance with the DfES document ‘Managing Medicines in Schools and Early Years Settings’ and Council guidance.

See module 14 of the Health and Safety Manual.

**St Giles School**

**Health and Safety Policy**

**Appendix 4: Accident Reporting Procedures**

Accidents: Include in this paragraph arrangements for contact parents and keeping addresses and telephone numbers up to date and who investigates accidents.

In accordance with the Council’s Accident / Incident Reporting procedure employees must report:

* Accidents, dangerous occurrences and near misses on the standard Council Incident and Dangerous Occurrence Report form.
* Violent incidents and verbal abuse on the standard Council Violent Incident Report form.

Copies of these forms are available from the Finance Office.

The Head Teacher will countersign the Council report form before the original is sent to the Health and Safety Consultancy. A copy should also be kept at the establishment.

School accident forms will be monitored for trends and a report made to the Governors as necessary.

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

In the event of a fatality, specified injury or incident resulting in:

* Pupils or other non-employees being taken to hospital
* Employee absence, as a result of a work related accident, for periods of more than three days (including weekends and holidays).

Specified injuries include:

* Amputation of an arm, hand, finger, thumb, leg, foot or toe
* Any injury likely to lead to permanent loss of sight or reduction in sight in one or both eyes
* Any crush injury to the head or torso, causing damage to the brain or internal organs
* Any burn injury (including scalding) which covers more than 10% or the whole body’s total surface area or causes significant damage to the eyes, respiratory system or vital organs
* Any degree of scalping requiring hospital treatment
* Any loss of consciousness caused by head injury or asphyxia
* Any injury arising from working in an enclosed space

These incidents will be reported immediately or as soon as possible to the Corporate Health and Safety Consultancy by telephone.

**St Giles School**

**Health and Safety Policy**

**Appendix 5: 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 proposed lone working activity is necessary.

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

Where lone working cannot be avoided staff should:

* Obtain the Head Teachers / senior member of staff’s permission and notify him/her on each occasion when lone working will occur.
* Ensure they do not put themselves or others at risk.
* Ensure they have means to summon help in an emergency e.g. access to a telephone or mobile telephone.
* A buddy system should be in place for lone workers.
* When working off site (e.g. when visiting homes), notify a colleague of their whereabouts and the estimated time of return. It is good practice to obtain background information about the child / family being visited and if the premises are unfamiliar take a colleague.
* Key holders attending empty premises where there has been an incident or suspected crime should do so with a colleague or police. They should not enter the premises unless they are sure it is safe to do so.
* Report any incidents or situations where they have felt ‘uncomfortable’. Good communication between colleagues, in terms of personal safety is essential.

**St Giles School**

**Health and Safety Policy**

**Appendix 6: Health and Safety Information and Training**

**Consultation and Communication of Information**

**Consultation**

There is a St Giles Health and Safety Committee that meets term;y and consists of staff from all educational departments.

The Resources 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 teaching Trade Unions appointed representative on the staff is Mehreen Begg.

**Communication of Information**

The Health and Safety Law poster is displayed in the Administration Corridor.

The Corporate Health and Safety Consultancy provide competent health and safety advice for community, special and VC schools.

**Health and Safety Training**

Health and safety induction training will be provided and documented for all new employees by the School Business Manager.

The Head Teacher is responsible for ensuring that all staff are provided with adequate information, instruction and training and identifying the health and safety training needs of staff.

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 are held by the School Business Manager who 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 (for example in first aid and moving and handling) is undertaken within the prescribed time limits.

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

Each member of staff is also responsible for drawing the Head Teacher’s / Line Managers attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence.

**St Giles School**

**Health and Safety Policy**

**Appendix 7: Work Equipment**

Electrical Safety Arrangements: Include in this paragraph the arrangements and who is responsible fo ensuring electrical equipment is checked and tested.

All staff are required to report to the School Business Manager any problems found with plant/equipment, damaged electrical apparatus or wiring, including portable equipment and permanent wiring.

Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

**Electrical Safety**

All staff should monitor the condition of plugs, cables and electrical equipment prior to use. All portable items of electrical equipment will be subject to portable appliances testing (PAT) conducted by Cathedral Building Services on an 18 month basis.

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

Major fixed wiring circuits will be checked at least once every five years.

**External Play Equipment**

The external play equipment will only be used when supervised. Such equipment will be inspection by Universal Services Ltd.

**Curriculum**

Heads of Department are responsible for ensuring maintenance requirements for equipment in their areas are identified and implemented.

The School Business Manager will identify all work equipment in an equipment register and ensure that risk assessments are carried out, identifying any relevant servicing / routine maintenance / inspection regimes, training or instruction needs, personal protective equipment requirements and authorised users.

Any local exhaust ventilation (LEV) provided will be inspected at least every 14 months.

 **St Giles School**

**Health and Safety Policy**

**Appendix 8: Flammable and Hazardous Substances**

Within curriculum areas (in particular Science, DT and Art) the Heads of Department are responsible for the control of substances hazardous to health and ensuring that model risk assessments contained in the relevant national publications are in place (e.g. CLEAPPS, Association for Science Education’s ‘Topics in Safety’ etc.)

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’** (the COSHH Regulations).

In all other areas the establishment’s nominated person(s) responsible for substances hazardous to health is the School Business Manager.

They shall ensure:

* an inventory of all hazardous substance used on site is compiled and regularly reviewed.
* material safety data sheets are obtained from the relevant supplier for all such materials.
* risk assessments are conducted for the use of hazardous substances
* 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.

**St Giles School**

**Health and Safety Policy**

**Appendix 9: Moving and Handling**

**Manual Handling of Loads**

All manual handling activities which present a significant risk to the health and safety of staff, whether they involve the manual handling of people or objects, should be reported to / identified by the Head Teacher.

Where it is not reasonably practicable to eliminate these activities a risk assessment should be made and the risk reduced as far as is reasonably practicable.

The written risk assessment and training will be provided by employees who must follow the instruction given when carrying out the task.

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.

**Appendix 10: Health and Safety Monitoring and Inspection**

A general workplace inspection of the site will be conducted termly and be undertaken / co-ordinated by the School Business Manager and the School Caretaker.

Monitoring inspections of individual departments will be carried out by Heads of Department or nominated staff.

Inspections will be conducted jointly with the trade union safety representative(s) if possible.

The person(s) undertaking the inspection will complete a report in writing and submit this to the Head Teacher.

Responsibility for following up items detailed in the safety inspection report will rest with the Head Teacher.

A named Governor will be involved / undertake inspections on an annual basis and report back to the Resources sub-committee and Full Governing Body meetings.

**St Giles School**

**Health and Safety Policy**

**Appendix 11: Asbestos**

The Council Asbestos Policy, available on Fronter will be followed.

The asbestos register is held in the Finance Office and will be made available to all staff and visiting contractors prior to **any** work commencing in the fabric of the building or fixed equipment.

Please note that even drilling a hole or pushing a drawing pin into asbestos containing materials may result in the release of fibres into the air.

**Under no circumstance must staff drill or affix anything to wall without first obtaining approval from the Head Teacher.**

Any damage to material known or suspected to contain asbestos should be reported to the School Business Manager who will contact the Council’s Asbestos Manager.

Any contractor who is suspected to carrying out unauthorised work on the fabric of the building should be reported to the School Business Manager.

**St Giles School**

**Health and Safety Policy**

**Appendix 12: Risk Assessments**

**General Risk Assessments**

The school risk assessments will be co-ordinated by the School Business Manager following guidance on Fronter.

Generic risk assessments have been received from the Council and these will be adapted to our specific circumstances.

All workplace activities, teaching and non-teaching (e.g. caretaking), premises and one off activities have been assessed by the School Business Manager and approved by the Head Teacher.

These risk assessments are available for all staff to view and are held centrally in the Finance Office.

Specific risk assessments relating to individual persons e.g. staff member of young person / pupil are held on that person’s file.

Risk assessments will be reviewed every two years or when the work activity changes, whichever is the soonest and staff are made aware of any changes to risk assessments relating to their work.

**Pregnancy Risk Assessment**

Assessments on new and expectant mothers will be undertaken by the individual’s Line Manager using the generic risk assessment provided by the Council.

It is the responsibility of staff to inform their Line Manager as soon as they know they are (or are no longer) pregnant.

The risk assessment will be reviewed on a regular basis as the pregnancy progresses.

**Curriculum Activities**

Risk assessments for curriculum activities will be carried out by the relevant Heads of Departments and subject teachers using relevant Health and Safety Codes of Practice for Design and Technology, Science, Art and P.E. etc.

**St Giles School**

**Health and Safety Policy**

**Appendix 13: Offsite Visits**

Offsite visits will be organised following guidance contained in the Council’s Offsite Visits Manual found on Fronter.

The school’s Educational Visits Co-ordinator (EVC) is the Deputy Head Teacher.

All offsite visit activities must be risk assessed using relevant Council forms, these assessments are monitored and reviewed by the Head Teacher or the Deputy Head Teacher (EVC).

The following visits must be approved by the CYPL Director:

* visit countries abroad – including exchange visits.
* visit UK destinations for more than 24 hours.
* take part in a visit involving a special risk regardless of duration or destination.

**Appendix 14: Work at Height**

Work at height activities from where a person could fall a distance liable to cause personal injury present a significant risk, all such activities should be avoided where it is reasonably practicable to do so.

Where this is not possible a risk assessment must be conducted and the risk reduced as far as is reasonably practicable.

A copy of this assessment will be provided to employees authorised to work at height.

The Head Teacher 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 that ladders are checked termly.
* all access equipment is inspected and maintained.
* the risks from fragile surfaces is properly controlled.

**St Giles School**

**Health and Safety Policy**

**Appendix 15: Display Screen Equipment (DSE)**

All staff who habitually use computers as a significant part of their normal work (significant is taken to be continuous / near continuous spells of an hour at a time) e.g. administration staff, bursars etc. shall have a DSE assessment carried out.

Those staff identified as DSE users shall be entitled to any eyesight test for DSE use, every two years by a qualified optician (and corrective glasses provided if required specifically for DSE use).

See Health and Safety Manual for DSE policy.

**Appendix 16: Vehicles On Site**

Vehicular access to the school is restricted to school staff and visitors only and not for general use by parents / guardians when bringing children to school or collecting them.

The children’s and parent’s access shall be kept clear of vehicles.

The access from the road shall be kept clear for emergency vehicles.

The vehicle access gate must not normally be used for pedestrian access. If an event is being held outside of normal school activities for which this is the sole access, then all due care must be taken to ensure the safety of those passing through this entrance.

Logistical management of Local Authority Transport is managed by the Deputy Head Teacher.

**Appendix 17: Lettings and Shared Use of Premises**

Lettings are managed by the School Business Manager following Council guidance.

**St Giles School**

**Health and Safety Policy**

**Appendix 18: Contractors**

Detail how contractors are selected who staff should report concerns to etc.

All contractors must report the reception area where they will be asked to sign the visitor’s book and wear an identification badge. Contractors will be issued with guidance on fire procedures, the asbestos register, local management arrangements and vehicle movement restrictions.

The School Caretaker is responsible for monitoring areas where the contractor’s work may directly affect staff and pupils and for keeping records of all contractor work.

**Appendix 19: Minibuses**

The School Caretaker is responsible for undertaking checks on the operation of minibuses following guidance contained in the Health and Safety Manual module 20.

**Appendix 20: Stress**

The school and Governing Body are committed to promoting high levels of health and wellbeing and recognise the importance of identifying and reducing workplace stressors through risk assessment, in line with the HSE and the Council’s management standards.

**Appendix 21: Legionella**

The school complies with advice on the potential risks from legionella as identified in the Council policy and Health and Safety Manual.

The School Caretaker will be responsible for identifying and flushing rarely used outlets on a weekly basis and after school holiday periods. Water temperature checks are undertaken on a monthly basis by Aquatide Ltd. A contract is held with Aquatide to monitor water hygiene and complete legionella risk assessments.

The School Caretaker will ensure that any showers or other areas where water droplets are formed are disinfected and descaled on a quarterly basis.

**St Giles School**

**Health and Safety Policy**

**Appendix 22: Violence to Staff**

The school follows Croydon Council’s guidelines ‘Permissible Forms of Positive Handling Strategies with Children’ which can be found on LGFL.

Training shall be arranged by the school on this subject as and when required.

Individual pupil risk assessments will be completed and shared with staff where necessary.

Violent incidents will be reported using the Council’s ‘violence to staff form’.