

# HEALTH & SAFETY POLICY

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The Governing Body of **Brecknock Primary School** adopted this policy in May 2022

## **INTRODUCTION**

The full policy consists of three parts:

### **Part 1: Statement of Intent**

This outlines the Chair of Governor's commitment to health and safety and sets the scene for the rest of the policy.

### **Part 2: Organisation (roles and responsibilities)**

This outlines the detailed responsibilities for everyone involved in implementing the policy.

For example:

- Governors
- Executive Headteacher
- Those with responsibility for specific areas or activities which may have been delegated to them e.g. Heads of Department, Deputy Head, School Business Manager (SBM), Site Service Officers (SSO) etc.
- Other employees (both teaching and non-teaching) and any volunteers

### **Part 3 Arrangements**

This section provides more detail on how the policy will be implemented at an operational level.

## Health and Safety Policy for Brecknock Primary School

### **PART 1. STATEMENT OF INTENT**

The aim of the governing body and the Executive Headteacher is to provide a safe and healthy working and learning environment for staff, pupils and visitors. This will be achieved by implementing the health and safety objectives detailed in this policy.

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

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

This policy will be brought to the attention of all members of staff and a copy will be kept in the on the shared drive

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

This policy should be read in conjunction with Camden Health and Safety Policies and all relevant school policies.

Richard Harrison, **Chair of Governors**

Helen Bruckdorfer, **Interim Executive Headteacher**

Signature:

Signature:

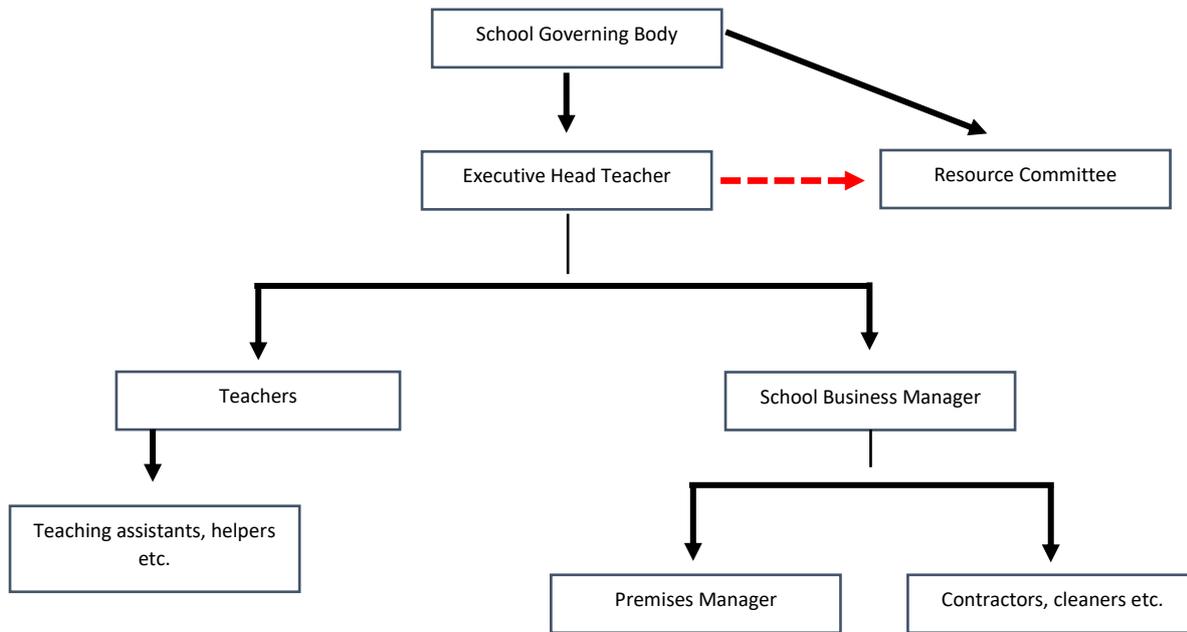
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**PART 2. ORGANISATION**

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

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



**Responsibilities of the Governing Body**

The Governing Body are responsible for ensuring health and safety management systems are in place and effective. As a minimum these systems should adhere to the LA’s health and safety policy, procedures and standards as detailed in the [myDrive](#) website.

A Health & Safety Governor, Malcolm Wren has been appointed to receive relevant information, monitor the implementation of policies and procedures and to feedback health and safety issues and identified actions to the Governing Body.

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

Where required the Governing body will seek specialist advice on health and safety which the establishment may not feel competent to deal with. The Health & Safety Team provide competent health and safety advice for Community, Community Special and VC schools.

**Responsibilities of the Executive Headteacher**

Overall responsibility for the day to day management of health and safety in accordance with the LA’s health and safety policy and procedures rests with the Executive Headteacher.

The Executive Headteacher has responsibility for:

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

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

### **Responsibilities of other staff holding posts of special responsibility**

*The Executive Headteacher will:*

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

### **Responsibilities of employees**

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

- Take reasonable care for the health and safety of themselves and others in undertaking their work.
- Comply with the school's health and safety policy and procedures at all times.
- Report all accidents and incidents in line with the reporting procedure.
- Co-operate with school management on all matters relating to health and safety.
- Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare.
- Report all defects in condition of premises or equipment and any health and safety concerns immediately to their line manager.
- Ensure that they only use equipment or machinery that they are competent / have been trained to use.
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons.

### **PART 3. ARRANGEMENTS**

Detailed information on LBC's expectations can be found in MyDrive and the [Education Health and Safety Document Library](#).

- Appendix 1 - Risk Assessments
- Appendix 2 - Health and Safety Monitoring and Inspection
- Appendix 3 - Fire Evacuation and other Emergency Arrangements
- Appendix 4 - Inspection / Maintenance of Emergency Equipment
- Appendix 5 - First Aid and Medication
- Appendix 6 - Offsite Visits & School Journeys
- Appendix 7 - Accidents & Incident Reporting
- Appendix 8 - Health and Safety Information and Training
- Appendix 9 - Personal Safety / Lone Working
- Appendix 10 - Premises Work Equipment
- Appendix 11 - Flammable and Hazardous Substances
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- Appendix 21 - Legionella Management

## **APPENDIX 1: RISK ASSESSMENTS**

### **General Risk Assessments**

The school conducts and documents risk assessments for all activities presenting a significant risk. These are co-ordinated by teachers or the SBM following guidance and are approved by the Executive Headteacher.

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

### **Individual Risk Assessments**

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

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

### **Curriculum Activities**

Risk assessments for curriculum activities will be carried out by subject co-ordinators using the relevant codes of practice and model risk assessments detailed below. Whenever a new course is adopted or developed all activities must be checked against these and significant findings incorporated into texts in daily use such as scheme of work, lesson plans etc.

### **Primary schools**

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

## **APPENDIX 2: HEALTH AND SAFETY MONITORING AND INSPECTION**

A general inspection of the site will be conducted on a termly basis and be undertaken / co-ordinated by the SBM and SSO.

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

In both cases the person(s) undertaking inspection will complete a report in writing and submit this to the Executive Headteacher, Helen Bruckdorfer. Responsibility for following up items detailed in the safety inspection report will rest with the Executive Headteacher.

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

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

## **APPENDIX 3: FIRE EVACUATION AND OTHER EMERGENCY ARRANGEMENTS**

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

### **Emergency Procedures**

- Fire and emergency evacuation procedures are detailed in separate guidance and a summary posted in each classroom. These procedures will be reviewed at least annually and are made available to all staff as part of the school's induction process.
- Evacuation procedures are also made available to all contractors / visitors.
- Emergency exits, fire alarm call points, assembly points etc. are clearly identified by safety signs and notices.
- Emergency contact and key holder details are maintained by Samantha Avery (SBM).

### **Fire Drills**

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

### Fire Fighting

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

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

Isolation Point	Location
Gas	Plant boiler room
Water	Plant boiler room
Electricity	Underneath middle staircase

### Details of chemicals and flammable substances on site.

An inventory of these will be kept by the SSO as appropriate, for consultation.

## APPENDIX 4: INSPECTION /MAINTENANCE OF EMERGENCY EQUIPMENT

The SSO is responsible for ensuring that the school's fire log is kept up to date and that the following inspection / maintenance is undertaken and recorded in the fire log book located in SSO office.

### FIRE ALARM SYSTEM

Fire alarm call points will be tested weekly in rotation. This test will occur on Monday at 7.30am

Any defects on the system will be reported immediately to the alarm contractor / electrical engineer. The school buys into a SLA agreement so should contact Camden FM by email [camdenfmservices@camden.gov.uk](mailto:camdenfmservices@camden.gov.uk) or by phone on **0207 974 2772**.

A fire alarm maintenance contract is in place with Camden FM and the system is tested 6 months by them.

### FIRE FIGHTING EQUIPMENT

Weekly checks are carried out in-house to ensure that all firefighting equipment remains available for use and is operational.

An external contractor undertakes an annual maintenance service of all firefighting equipment.

Defective equipment or extinguishers that need recharging should be taken out of service and reported direct to the SSO/SBM.

### EMERGENCY LIGHTING SYSTEMS

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

### MEANS OF ESCAPE

Daily checks for any obstructions on exit routes and ensures all final exit doors are operational and available for use.

**APPENDIX 5:  
FIRST AID AND MEDICATION**

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

STAFF MEMBER'S NAME	CERTIFICATION
Jackie Williams	Paediatric
Lindsey Molyneux	First Aider at Work
Natalie Paul	Paediatric
Rosemarie McCarthy	Paediatric
Josette Francois	Paediatric
Diana Asiamah	Paediatric
Maria Streater	Paediatric
Federica Ghio	Paediatric
Nimete Imeri	Paediatric
Leroy Bailey	Paediatric
Sabrina Fieldhouse	Paediatric
Louise Sainsbury	Paediatric
John Clark	Paediatric

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

**FIRST AID BOXES ARE LOCATED AT THE FOLLOWING POINTS:**

- The first aid area (by admin)
- All classrooms
- The playground (in the shed)
- Roof playground (in the shed)
- The school kitchens

**John Clark** is responsible for regularly checking (termly) that the contents of first aid boxes [including travel kits] are complete and replenished as necessary.

**Transport to hospital:** Where a first aider considers it necessary, the injured person will be sent directly to hospital (normally by ambulance). Parents / carers will be notified immediately of all major injuries to pupils.

No casualty will be allowed to travel to hospital unaccompanied and an accompanying adult will be designated in situations where the parents/carers cannot be contacted in time.

Where there is any doubt about the appropriate course of action, the first aider will consult with the Health Service helpline (NHS 111) and, in the case of pupil with the parents/carers.

The school nurse, Mahbuba Sultana, can be contacted on 02033172304 / 07935014826

School nursing duty contact details: [camdenschoolnurses@nhs.net](mailto:camdenschoolnurses@nhs.net)

### **Administration of medicines**

All medication will be administered to pupils in accordance with the DfE document [Supporting pupils at school with medical conditions](#).

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

The admin team are responsible for accepting medication and checking all relevant information has been provided by parents / carers prior to administering. Further detailed information regarding medical needs and first aid can be found in the Medical Policy and First Aid Policy.

### **Health Care Plans**

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

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

All staff are made aware of any relevant health care needs and copies of health care plans are added to the child's MIS (Integris) profile and included with their medication.

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

## **APPENDIX 6: OFFSITE VISITS & SCHOOL JOURNEYS**

Camden has adopted the Outdoor Education Advisory Panel's national guidance for learning outside the classroom and offsite visits and all offsite visits will be planned following this guidance which can be found in the please click link: [myDrive](#)

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

Evolve will be used for the planning and approval of **all** offsite visits. Relevant risk assessments, participants' names etc. will be attached electronically as required.

The member of staff planning the trip will submit all relevant paperwork and risk assessments relating to the trip to the school's Educational Visits Co-ordinator(s) Tiggy Mitchell who will check the documentation and planning of the trip and if acceptable initially approve the visit before referring to the Executive Headteacher for approval.

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

### **Routine or lower risk activities**

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

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

### **Higher risk activities**

**These visits must be entered on to Evolve at [www.camdenvisits.org.uk](http://www.camdenvisits.org.uk).**

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

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

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

## APPENDIX 7: ACCIDENTS & INCIDENT REPORTING

### Accidents to employees

Where Camden Local Authority (LA) is the employer (i.e. Community, VC and Community special schools) then **all** employee accidents, no matter how minor, will be reported using the telephone reporting system hosted by **Reportline** on **02920 266787**. Near misses and occupational ill health will also be reported.

### Accidents to pupils and other non-employees (members of public / visitors)

The accident/bumps need to be reported via CPOMS.

All minor incidents to non-employees should be recorded on the 'Non-Employee Accident & Reporting' spreadsheet, saved in the following location: Leadership:\H&S

More significant incidents as detailed below must also be reported to LBC using the telephone reporting system.

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

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

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

### Violence to Staff

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

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

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

### Reporting to the Health and Safety Executive (HSE)

Incidents involving a fatality will be reported immediately to the Health and Safety Executive (HSE) on 0845 300 9923 and the **Schools' Health and Safety Advisor** on **020 7974 5672**.

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

- A pupil or other non-employee being taken directly to hospital for treatment and the accident arising as the result of the condition of the premises / equipment, due to the way equipment or substances were used or due to a lack of supervision / organisation etc.
- Employee absence or inability to carry out their normal duties as the result of a work related accident, for periods of 7 days or more (including W/Es and holidays).

**Any accident/incident reported to Reportline will be monitored against RIDDOR reporting criteria and reported onto the HSE by Reportline following approval from the Health & Safety team.**

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

Further guidance on accident and incident reporting along with a flowchart summarising the reporting requirements can be found in the [Education Health and Safety Document Library](#).

## **APPENDIX 8: HEALTH AND SAFETY INFORMATION & TRAINING**

### **Consultation**

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

The 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 Health and Safety Law poster is displayed in the Staffroom.

The Camden Health and Safety Team **tel: 020 7974 6655** provides competent health and safety advice for Community and Community Special schools.

### **Health and Safety Training**

All employees will be provided with:

- induction training in the requirements of this policy;
- update training in response to any significant change;

- training in specific skills needed for certain activities, (e.g. use of hazardous substances, work at height, manual handling etc.)
- refresher training where required.

Training records will be kept by the Deputy Headteacher.

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

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

Each member of staff is also responsible for drawing the Executive Headteacher'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.

## **APPENDIX 9: PERSONAL SAFETY / LONE WORKING**

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

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

### **Lone working**

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

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

Staff working outside of normal school hours must obtain permission of the Executive Headteacher and register with site staff / sign in and out of the school premises.

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

For staff conducting home visits, expected control measures would include: mobile phone contact, notifying a colleague of visit details, expected time of return / end time and arrangements for contacting etc. Where there are known risks, which may affect staff safety, staff should not visit alone.

### **School staff responding to call outs**

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

## **APPENDIX 10: PREMISES AND WORK EQUIPMENT**

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

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

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

### **Planned maintenance / inspection**

Regular inspection and testing of school plant and equipment is conducted to legislative requirements by competent contractors. Records of such monitoring will be kept in designated logbooks on site. The SSO is responsible for ensuring logbook is maintained and kept up to date.

### **Curriculum Areas**

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

### **Electrical Safety**

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

All portable items of electrical equipment will be subject to formal inspection and testing (Portable Appliance Testing (PAT)) on an identified cycle (dependent upon the type of equipment and the environment it is used in). All earthed equipment (class 1) and cables attached to such equipment will be tested annually.

This inspection and testing will be conducted by an external contractor frequency of inspection and testing is annually.

The SBM and SSO are responsible for keeping an up-to-date inventory of all relevant electrical appliances and for ensuring that all equipment is available for testing

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

A fixed electrical installation test (fixed wire test) will be conducted by Camden FM on a 5 year cycle.

Camden FM also undertake annual thermal imaging for distribution boards to ensure mains wiring is in good condition.

### **Outdoor Play Equipment**

Outdoor play equipment will only be used when appropriately supervised.

The SSO will conduct a formal and recorded termly inspection of the equipment.

An external inspection of play equipment takes place annually.

## **APPENDIX 11: FLAMMABLE AND HAZARDOUS SUBSTANCES**

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

Within curriculum areas (in particular science and DT) subject leads are responsible for COSHH and ensuring that an up to date inventory and model risk assessments contained in the relevant national publications are in place. (CLEAPSS, Association for Science Education's "Topics in Safety" etc.)

In all other areas the establishments nominated person(s) responsible for substances hazardous to health the SSO.

They shall ensure:

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

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

## **APPENDIX 12: ASBESTOS MANAGEMENT**

An asbestos survey and management plan is in place for the school in accordance with [Camden's asbestos policy](#). The school's most recent asbestos inspection report was carried out in June 2021 and the full management survey was conducted in January 2017, survey reference: UPRN L03784

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

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

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

Any damage to materials known or suspected to contain asbestos should be reported to the SSO who will contact Camden's Asbestos Manager, Shane Cole on 0207 974 2584.

The school's Asbestos Authorising Officers are David Gannon and Maria Lewis and refresher training is required 3 yearly.

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

The Executive Headteacher / asbestos authorising officers shall ensure:

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

### **APPENDIX 13: LIFTING AND HANDLING**

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

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

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

### **Paediatric Moving and Handling**

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

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

## **APPENDIX 14: CONTRACTOR MANAGEMENT**

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

The SSO is responsible for monitoring areas where the contractor's work may directly affect staff and pupils and checking whether expected controls are in place and working effectively.

### **School managed projects**

Where the school undertakes construction and building works projects directly, the governing body are considered the 'client' and therefore have additional health and safety responsibilities to consider before starting works.

Such projects are managed by The Executive Headteacher and Chair of Governors who will ensure that landlord's consent has been obtained and, where applicable, all statutory approvals, such as planning permission and building regulations have been sought. For maintained schools, the landlord is the Local Authority. Schools are required to notify the Authority when they are proposing works that will affect the layout or operation of the building. A form for requesting landlord's consent, entitled '**Building Changes Notification Form**', and accompanying explanatory notes has been distributed to schools via Camden Learning. Further information can be obtained by contacting Property & Contracts on 020 7974 4547.

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

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

## **APPENDIX 15: WORK AT HEIGHT**

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

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

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

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

The establishments nominated person(s) responsible for work at height is (are) the SSO and SBM.

The nominated person(s) shall ensure:

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

## **any risks from fragile surfaces is properly controlled.** APPENDIX 16: DISPLAY SCREEN EQUIPMENT (DSE)

All staff who use computers daily, as a significant part of their normal work (*significant is taken to be continuous / near continuous spells of an hour or more at a time*) e.g. admin / office staff shall have a DSE assessment carried out.

Staff identified as DSE users are entitled to an eyesight test for DSE use every 2 years by a qualified optician (and corrective glasses if required specifically for DSE use). From 1<sup>st</sup> of April 2019, Camden Council will no longer cover the cost of eyesight tests. Schools will be expected to make provision to pay for eyesight tests in their individual budgets.

Advice on the use of DSE is available in the [Education Health and Safety Document Library](#).

## **APPENDIX 17: LETTINGS / SHARED USE OF PREMISES**

School lettings are managed by the SBM.

Further information regarding this can be found in the Lettings Policy on the shared drive or by request via the admin office.

#### **APPENDIX 18: 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.

Access to the school must be kept clear for emergency vehicles.

The vehicle access gate must not normally be used for pedestrian access.

#### **APPENDIX 19: MINIBUSES**

There are no minibuses driven by staff at Brecknock Primary School. All employees who drive a minibus must have undertaken a theoretical training and assessment course.

#### **APPENDIX 20: STRESS / WELLBEING**

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

There are systems in place within the school for responding to individual concerns and monitoring staff workloads [Performance Management, mentoring, personal development plans, membership of an Employee Assistance Programme]

## APPENDIX 21: LEGIONELLA MANAGEMENT

The school complies with advice on the potential risks from legionella as identified in [Camden's Water Hygiene Policy for Schools](#).

A water risk assessment of the school has been completed by Camden FM and the SSO is responsible for ensuring that the identified operational controls are being conducted and recorded in the school's water logbook.

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

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

- Water is heated and stored to 60°C at calorifiers (any vessel that generates heat within a mass of stored water)
- Weekly flushing of seldom used outlets and all showers (with all outlets flushed after school holiday periods)
- Monthly temperature checks on sentinel outlets or other for hot water outlets and nearest and furthest to the CWST or mains for cold water taps, plus 20% of all other outlets over a 12 month period.
- Quarterly disinfection / descaling of showers
- Stored cold water tanks are inspected for compliance and temperature monitored on an annual basis by Camden FM.

## Version Control Table

Version	Changes	Author	Date
2.1	Consultation draft – to Schools JCC	PL	Nov 2018
2.2	<p>Second consultation draft – to Schools JCC</p> <p><b>General Changes Made</b></p> <ul style="list-style-type: none"> <li>Cleaned up a bit of formatting</li> <li>Removed photos from cover page</li> <li>Updated supporting guidance and BS standards to latest versions</li> <li>Tested and updated links</li> </ul> <p><b>Specific Changes Made</b></p> <ul style="list-style-type: none"> <li>Modified statement of intent (pg4)</li> <li>Added Organogram (pg5)</li> <li>Firefighting equipment contract not done by Camden FM (pg11)</li> <li>Introduction on consultation (pg17)</li> <li>PPM logbooks (pg19)</li> <li>Electrical safety arrangements (pg19)</li> <li>Outdoor Play equipment inspections (pg20)</li> <li>Update asbestos procedures (pg21)</li> <li>School managed projects (pg23)</li> <li>Legionella (pg26)</li> <li>Minibuses (pg29)</li> </ul>	PL	Jan 2019
3.0	<b>Final version – approved by Schools Full Governing Body 7<sup>th</sup> December 2020</b>		
3.1	<p><b>Updates:</b></p> <ul style="list-style-type: none"> <li><b>Governor responsible for H&amp;S: Malcolm Wren (pg4)</b></li> <li><b>All references to Headteacher changed to Executive Headteacher</b></li> <li><b>Asbestos Compliance Manager – Scott Senior (pg20)</b></li> <li><b>Updated First Aid list (pg11)</b></li> </ul>	SA	Jun 2021
3.2	<p><b>Updates</b></p> <ul style="list-style-type: none"> <li>Removal of previous SBM name and replaced with only SBM (throughout document)</li> <li>First aider info updated (P11)</li> <li>School nurse info updated (P12)</li> <li>Administration of medicine information updated to link to Medical and First Aid Policy (P12)</li> <li>Health Care Plan locations updated (P13)</li> <li>Reportline contact info updated (P14)</li> <li>Asbestos report dates and LA asbestos details updated (P20)</li> </ul>	ML	May 2022

