

Bordon Junior Health and Safety Policy
2021-2022

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Foreword

"This statement of the University of Chichester Academy Trust's Health and Safety Policy towards the conduct of its activities, reaffirms the intent of the Trust and its Board to conduct its affairs with all due regard for the health and safety of staff, pupils, parents and visitors. It is concerned with the protection of everyone who is lawfully on Trust property who may be affected by its activities and seeks through clearly defined responsibilities to achieve the highest standard of health and safety that is reasonably practicable. This Health and Safety Policy imposes a duty on all of us to take care of our own health and safety and those who may be affected by our activities. I ask every one of you to think constantly about how you can improve the health and safety impacts of your work as well as that of your colleagues and pupils. Please give the Policy your total and active support."

Sue Samson CEO

Health and Safety Statement

The Trust's Board recognises its responsibilities under the relevant Health, Safety and Environmental legislation, in particular the Health and Safety at Work etc Act 1974, The Management of Health and Safety at Work Regulations 1999 and all other relevant statutory regulations. The Trust is committed both as an employer and as a provider of education to the provision of a safe and healthy working environment for members of staff, pupils, parents and visitors. In furtherance of this Policy, the Board through its Local Governing Bodies will, so far as is reasonably practicable, provide:

- Processes to identify hazards and assess risks through recognised risk control systems.
- Clear policies, guidance and procedures to support the Health and Safety Policy.
- Safe premises, plant, equipment and systems of work.
- Adequate facilities, protective equipment and clothing to enable articles and substances to be used, transported, handled and stored safely.
- Such information, instruction and supervision as are necessary to ensure the health and safety of staff and pupils and visitors.
- Appropriate arrangements for consultation with staff and union representatives on measures for achieving agreed health and safety performance.

The Board considers issues of health and safety to be of the highest importance and priority and seeks to maintain commitment to continuous improvement and awareness. The Board also undertakes, through its Local Governing Bodies, to ensure that staff and pupils are consulted and involved in all areas of health and safety.

While recognising its own legal responsibilities in the matter of health and safety at work, the Board requires all staff, pupils, parents and visitors to act safely and to co-operate in meeting these obligations. The Board believes that health and safety at work is the responsibility of all. It will encourage employees to take an active role in ensuring that a safe working environment is maintained.

This policy will be reviewed as appropriate by the Trust, taking into account any new legislation or practices that may affect this document.

1. Introduction: The legal position

The concept that employees should be safe at work is not a recent phenomenon. Legislation was developed in the 1970s to streamline the many different statutes governing safety issues making management responsible for the provision and maintenance of adequate standards and policies. Although there are many different statutes governing safety issues, health and safety is not only governed by legislation. Under what is known as 'common law' all employers have a duty of care imposed on them to protect their employees. There is also a term implied into all employment contracts requiring employees to comply with the Trust's health and safety policies and guidelines.

The legislation relating to health and safety is extensive. One of the most important statutes is the Health and Safety at Work etc Act 1974 (HSWA). All work places are covered by this

legislation which states that an employer must do everything reasonably practicable to provide a safe and healthy workplace with adequate welfare facilities. HASAWA has been supported and extended by various sets of regulations, codes of practice and guidance, all of which deal with various aspects of health and safety.

The organisation and management of health and safety is a corporate responsibility and failure to comply with health and safety requirements can have serious consequences – for the Trust, the Board, Governing Bodies and individuals. Health and safety law states that organisations must provide a written health and safety policy; assess risks to staff, pupils, partners, stakeholders and any other people who could be affected by the activities of the Trust; arrange for the effective planning, organisation, control, monitoring and review of preventive and protective measures; ensure that staff and pupils have access to competent health and safety advice; and consult staff about their risks at work and current preventive and protective measures. Responsibility for Health and Safety is delegated to academies in the Scheme of Delegation.

2. Health and safety at work: risks and benefits

Addressing health and safety should not be seen as a regulatory burden: it offers significant opportunities. Benefits include:

- Reduced costs and reduced risks – accidents are fewer, the threat of legal action is lessened, employee absence and turnover rates are lower.
- Improved standing among collaborative partners and suppliers.
- A better reputation for corporate responsibility among pupils and members of the community.
- Increased productivity – employees and pupils are healthier, happier and better motivated.

3. Essential principles

It is the policy of the Trust to comply with the legal obligations outlined in HASAWA, the Management of Health and Safety at Work Regulations 1999 and any other relevant statutory provisions by delegating to school Governing Bodies the responsibility for ensuring:

- The provision of a safe and healthy working environment with adequate facilities and arrangements for welfare.
- Physical equipment and structures are maintained to be intrinsically safe and without risks – including the means for accessing the workplace and exiting from it.
- Information, instruction, supervision and training are provided to ensure safety by competent personnel. Prescribed information will also be supplied to non-employees e.g. visitors and contractors, about any work that might affect their health and safety.
- Procedures are drawn up and reviewed for the safe use of equipment, safe systems of work, and the safe use, handling and storage of materials.
- Training is provided and reviewed for employees and for those appointed as health and safety co-ordinators/fire wardens/risk assessors/first aiders.
- The provision and use of protective clothing and equipment where necessary.
- That medical advice is available where needed.
- Arrangements are put in place for the periodic inspection of work places and methods of working and the monitoring of any corrective action necessary.
- Arrangements are in place to ensure that consultation is facilitated between management and employee representatives.
- Sufficient time and other resources are given to employees with health and safety duties to allow them to discharge these duties effectively.

The Trust's Health and Safety Policy will evolve over time, e.g. in the light of major organisational changes such as restructuring or a significant acquisition.

4. Leading Health and Safety

The Trust expects Local Governing Bodies to ensure that health and safety is integrated with other core management functions and that all employees and pupils are equipped with the necessary information, instruction, training and supervision to carry out their responsibilities. This includes:

- 1) Strong and active leadership from the top:
- 2) Employee involvement:
- 3) Assessment and review:

The Board expects all Governing Bodies to do this by purchasing third party expert support for H&S, either by taking out a local authority SLA or by engaging another professional to offer a similar service; this must include an annual audit.

5. Nominated Health and Safety Personnel

5.1 Head Teacher

The Head Teacher is the responsible manager for the premises and will act to:

- Develop a safety culture throughout the school
- Consult staff and provide information, training and instruction so that staff are able to perform their various tasks safely and effectively
 - Assess and control risk on the premises as part of everyday management
 - Ensure a safe and healthy environment and provide suitable welfare facilities
 - Make operational decisions regarding health and safety
 - Ensure periodic safety tours and inspections are carried out
 - Ensure significant hazards are assessed and risks are managed to prevent harm
 - Ensure staff are aware of their health and safety responsibilities
 - Periodically update governing bodies/partnerships as appropriate
 - Produce, monitor and periodically review all local safety policies and procedures

5.2 All Staff (including volunteers)

All staff have a statutory obligation to co-operate with the requirements of this policy and to take care of their own health and safety and that of others affected by their activities by:

- Supporting the school health and safety arrangements
- Ensuring their own work area remains safe at all times
- Not interfering with health and safety arrangements or misusing equipment
- Complying with all safety procedures, whether written or verbally advised, for their own protection and the protection of those who may be affected by their actions
- Reporting safety concerns to their staff representative or other appropriate person
- Reporting any incident that has led, or could have led to damage or injury
- Assisting in investigations due to accidents, dangerous occurrences or near-misses
- Not acting or omitting to act in any way that may cause harm or ill-health to others

5.3 Site Manager

The Site Manager is responsible for undertaking a wide range of typical health and safety related duties on behalf of, and under the direction of the Head Teacher. He/she is to work within the parameters of any provided training and in accordance with risk assessments and the on-site safe working practices. He/she is to work within their level of competence and seek appropriate guidance and direction from the Head Teacher and/or the Children's Services Health & Safety Team as required.

5.4 On-Site Health & Safety Co-ordinator

The on-site health & safety co-ordinator to the school will manage, advise and co-ordinate local safety matters on behalf of, and under the direction of the Head Teacher. He/she is to work within their level of competence and seek appropriate guidance and direction from the Head Teacher and/or the Children's Services Health & Safety Team as required.

5.5 Governors

Governors are to assist in the assessment of safety related matters and provide appropriate support to the Head Teacher. The health and safety governor should periodically meet to monitor and discuss on-site health and safety performance and discuss actions necessary should this performance appear or prove to be unsatisfactory. Governors will be kept informed of all changes in practice and procedures, new guidance, accidents, incidents and risk related matters at termly resources meeting. The Chair Resources chairs the Health and Safety Committee. The Health and Safety Committee takes responsibility for the monitoring of policies and procedures and safety working practices within the academy.

5.6 Fire Safety Co-ordinator

The Site Manager is the fire safety co-ordinator who is the competent person for fire safety on the premises and acts on behalf of the Head Teacher. He/she is to attend the fire safety co-ordinator training course and refresh this training every three years. The fire safety co-ordinator is responsible for the local management and completion of day-to-day fire safety related duties and upkeep of the fire safety manual.

The fire safety co-ordinator is to work within their level of competence and seek appropriate guidance and direction from the Head Teacher and/or the Children's Services Health & Safety Team as required.

5.7 Health & Safety Representative

The premises health and safety representative (whether a member of staff who is union appointed, or non-union and locally nominated) will represent the staff with regard to their health and safety at work. He/she is expected to promote a positive safety culture throughout the premises and carry out the health and safety duties appropriate to their role in accordance with current guidance and legislative requirements.

5.8 Legionella Competent Person

The Site Manager is the nominated competent person for Legionella on the premises and acts on behalf of the Head Teacher to provide the necessary competence to enable Legionella to be managed safely. He/she is to annually complete the Legionella e-learning course and all training records are to be retained.

The Legionella competent person will ensure that all periodic and exceptional recording, flushing, cleaning and general Legionella management tasks are correctly completed and recorded in accordance with departmental and corporate requirements. He/she will advise the Head Teacher of any condition or situation relating to Legionella which may affect the safety of any premises users. He/she is to work within their level of competence and seek appropriate guidance and direction from the Head Teacher and/or the Children's Services Health & Safety Team as required.

5.9 Asbestos Competent Person

The Site Manager is the nominated competent person for asbestos on the premises and acts on behalf of the Head Teacher to provide the necessary competence to enable asbestos to be managed safely. She is to annually complete the asbestos e-learning course and all training records are to be retained.

The asbestos competent person will ensure that all staff have a reasonable awareness of asbestos management and dangers. He/she is to ensure that the appropriate staff are competent in the use of the asbestos register and that asbestos is managed in accordance with departmental and corporate requirements. He/she will advise the Head Teacher of any condition or situation relating to asbestos which may affect the safety of any premises users.

He/she is to work within their level of competence and seek appropriate guidance and direction from the Head Teacher and/or the Children's Services Health & Safety Team as required.

5.10 Accident Investigator

The on-site trained accident investigator is the Head Teacher who will lead on all accident investigations in accordance with departmental and corporate procedures.

6. Health and Safety responsibilities

6.1 Governing Bodies

Health and safety is a corporate governance issue. The Trust recognises that it can only achieve the highest standards of health and safety management with the active involvement of its Governing Bodies and it delegates responsibility for the management of health and safety management to LGBs in the Scheme of Delegation. The governing body will integrate health and safety into the main governance structures, including sub-committees. All members of the Governing Body will take the lead in ensuring the communication of health and safety duties and benefits throughout the organisation. The governing body will 'own' and understand the key issues involved and decide how best to communicate, promote and champion health and safety.

The Governing Body will:

- Ensure that health and safety appears regularly on the agenda for governing body meetings.
- Ensure that health and safety arrangements are adequately resourced.
- Encourage staff or their representatives to be involved in decisions that affect their health and safety.
- Ensure that governing body decisions are made in the context of the health and safety policy.
- Consider health and safety when deciding senior management appointments.
- Support staff involvement in health and safety.
- Request periodic audits of the effectiveness of management structures and risk controls for health and safety.
- Designate a governor to be the health and safety governor to review health and safety on a periodic basis and to review the annual health and safety audit. They may also undertake visits to the academy to review for themselves the health and safety management arrangements and how they operate.
- Ensure that the academy has a health and safety service level agreement with a third party supplier approved by the Trust.

6.2 Employees

Every employee has health and safety responsibilities from statute and civil law as well as under their contract of employment. It is the duty of all employees to co-operate in implementing health and safety policy by:

- Acting with due care for the health, safety and welfare of themselves and others and co-operating with managers by complying with instructions and procedures for safe working.
- Not intentionally or recklessly interfering with or misusing anything provided in the interests of health, safety or welfare.
- Evacuating pupils promptly from teaching rooms in the case of emergency situations and fire drills, in accordance with Trust procedures.

- Making proper use of protective clothing and safety equipment provided (in accordance with any training or instruction provided by the Trust), reporting any loss or obvious defect in that equipment and taking reasonable care of it.
- Informing their manager(s) of any shortcomings in respect of the protection arrangements for health and safety and anything that could be considered as representing a serious or immediate danger to health and safety.
- Reporting to their manager(s) any defects in equipment, structures or safety procedures, however trivial it might seem, which they are aware of and incidents which have led or might have led to injury or damage.
- Co-operating with any investigation that might be undertaken with the object of investigating incidents or preventing accidents in the future.
- Making sure that an appropriate and accurate record is made on the Governing Body's accident/incident report form, following an accident or near-miss which has (or could have) led to injury or ill-health and reported to the Health and Safety Officer.
- Taking responsibility for the safety of pupils and visitors, ensuring that any proposed new activity is risk assessed before the activity commences.
- Ensuring risk assessments are conducted where appropriate (e.g. for field trips, work in laboratories or workshops) and all those who may be affected are advised of relevant findings and risk reduction strategies.

7. Assessment and review: monitoring and reporting

Monitoring and reporting are vital parts of the health and safety culture as well as effective management systems and practices which ensure that health and safety risks are dealt with sensibly, responsibly and proportionately. Formally reviewing policies, procedures and practices will help to ensure that established principles are embedded in the organisational culture and adhered to.

A formal review of health and safety performance is essential. It allows governing bodies to establish whether the essential health and safety principles – strong and active leadership, staff involvement, and assessment and review – have been embedded in the organisation and whether the system is effective in managing risk and protecting people.

An annual audit is carried out by the Trust's Health and Safety Officer to ensure that the Trust is complying with relevant health and safety legislation. A premises fire safety risk assessment is to be carried out each year by the school. Premises improvements are prioritised and implemented by the Governing Body.

The school must keep records of accident and incident reports that they have made during the year by keeping a copy of the report form. Accident and incident reports must be kept for a period of three years (the Health and Safety Officer will keep records for longer than this). In addition, records must be kept of the steps taken after an incident has occurred, including details where applicable on accident investigations, risk assessment, subsequent decisions on amendments to procedure and, where necessary related communications.

8. Health and Safety Guidance

The management of health and safety is supported through a variety of policies and procedures and health and safety guidance on topics such as: fire evacuation, manual handling, noise at work, personal protective equipment, portable appliance testing, risk assessment, selection, use and maintenance of work equipment, work at height, working outdoors, display screen equipment, control of substances hazardous to health, alcohol, drug and substance abuse, stress management, and other health and well-being policies. Policies will be developed as a result of changing legislation e.g. Corporate Manslaughter and Driving at Work.

9. Managing health and wellbeing

The Trust is committed to supporting the health and wellbeing of its employees by encouraging the adoption of healthier lifestyles. The philosophy which underpins this commitment is one of self-help and individual responsibility, promoting and supporting good practice to ensure staff feel supported in their work.

10. Absence monitoring

The continuing use of sickness absence procedures, Occupational Health involvement, return-to-work interviews and the support of a confidential counselling service are identified as the most effective approaches for managing absence and ill-health. The central HR team at the Trust can advise further on this. Please contact Louise Birch on L.Birch@chi.ac.uk in the first instance.

11. Further information and support

A broad range of health and safety information is available on the Health and Safety Executive website at www.hse.gov.uk.

Key document details

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