

## Health and Safety Policy

**This policy covers all pupils from age 3 – 19 years across the Junior and Senior Schools including the Early Years Foundation Stage (EYFS) and employees, volunteers and visitors within the school community.**

### Policy

As Governors of Royal Russell School, we recognise our collective responsibility for providing, so far as is practicable, a safe and healthy school – Senior and Junior (including Early Years Foundation Stage) - for all of our employees, pupils, contractors, parents, visitors, volunteers and any others who could be affected by our activities. In our role as employer, we attach priority to ensuring that all the operations within the school environment, both educational and support, are delivered in a manner that is safe and healthy for all. The Governors are committed to promoting the welfare of all in our community so that effective learning can take place.

Our responsibility as Governors is to ensure that relevant Health and Safety laws are complied with. A member of the Education and Welfare Committee is nominated to take responsibility for overseeing health and safety as part of his/her general responsibilities.

Day to day responsibility for the operation of health and safety at the school is vested in the Headmaster, assisted by the Director of Operations. However, as Governors, we have specified that the School should adopt the following framework for managing health and safety:

- The Governor overseeing health and safety is to receive copies of all relevant paperwork and should attend at least one of the Health and Fire Safety Management Committee meetings each year. He/she is to receive copies of the minutes of all meetings of the Health and Fire Safety Committee as they are issued.
- The Education and Welfare Committee is to receive copies of the minutes of all Health and Fire Safety Committee meetings and that Health and Fire Safety is a standard item for the Agenda of each Education and Welfare Committee (EWC).
- The Chair of the Education and Welfare Committee is to draw to the attention of the full Governing Board any issues relating to health and safety
- The Health and Fire Safety Committee regularly consider a report including statistics on accidents to pupils, staff and visitors, staff training and fire practices, making and implementing improvements as necessary
- The external fabric of the School, its plant, equipment and systems of work are to be regularly surveyed and inspected by qualified professionals. Inspection reports are to be considered by the Health and Fire Safety Committee and the minutes of the meeting are to record recommendations and actions taken
- The School's adherence to health and safety in catering and cleaning of the food preparation and eating areas is to be subject to external inspection by the Environmental Health Officer. In addition, the Catering Manager is to arrange for:
  - a) an independent hygiene and safety audit of food storage, meal preparation and food serving once every three years,

- b) regular external deep cleaning and pest control services.
- Health and Fire Safety risk assessments are to be prepared and annually updated for all areas of the School and its grounds, including staff residential properties, in accordance with the School's Risk Assessment Policy
- Reports showing dates of portable appliance, fixed wiring, plant and machinery testing are to be made by the Estates Manager for review if required by the Health and Fire Safety Committee.
- Reports showing dates of vehicles and minibuses safety testing are to be made available by the Assistant to the Director of Operations for review if required by the Health and Fire Safety Committee.
- Boarders' personal electrical/electronic equipment is visually inspected by a competent person within 3 weeks of the start of Autumn and Spring terms each year. Converters are installed by a competent person on any appliance not having a UK style plug. Records of the inspections are maintained by Estates Department.
- The School's policy and planning procedures for off-site trips and excursions are to be reviewed annually by the Health and Fire Safety Committee
- The School has a comprehensive policy in place for the training and induction of new staff which includes health and safety related matters. Health and safety training that is related to an individual member of staff's functions, such as Science Technician, is to be provided in addition to the "standard" induction training. Our trips and visits planning procedure includes ensuring a sufficient number of staff with First Aid training and minibus driver training is provided. This is checked in advance as part of the Trip and Risk Assessment approval process.

All members of staff are responsible for taking reasonable care of their own safety, that of pupils, visitors, temporary staff, volunteers and contractors. They are responsible for cooperating with the Headmaster, the Director of Operations and other members of the SLT in order to enable the Governors to comply with their health and safety duties. Finally, all members of staff are responsible for reporting any previously unidentified risks or defects to the Director of Operations.

All employees are provided with a copy of this statement upon appointment and copies are available on the School's website and the shared work area. Members of staff will be advised as and when it is reviewed, added to or modified.

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| <b>Reviewed by H&amp;FS Committee</b> | September 2018 |
| <b>Reviewed and Approved by EWC</b>   | October 2018   |
| <b>Reviewed and Approved by Board</b> | December 2018  |
| <b>Next Review</b>                    | September 2019 |

## **Health and Safety Procedures**

This part of the Policy deals with the organisation, planning, implementation, operational monitoring and management review of the Policy. It also covers the development of general policy and how we train our employees (and others) to carry out our activities.

### **1. Board of Governors ("The Board")**

The Board has overall collective responsibility for health and safety within the School. It has a responsibility to ensure that health and safety issues are considered and addressed, and that the Policy is implemented throughout the School. They will also make adequate resources available so far as is reasonably practicable, to enable legal obligations in respect of health and safety to be met. Where appropriate, advice from a competent person will be sought to advise the School and tasks will be delegated to suitable employees in order to assist the Board in carrying out its duties.

### **2. Headmaster**

The Headmaster will assist the Board in directing the overall management and development of the Policy, defining the aims of the Policy and communicating the responsibilities associated with the management of health and safety within the School. The Headmaster will also report to the Board on health and safety performance and assist the Board in implementing changes in the Policy which the Board has approved.

### **3. Director of Operations**

The Director of Operations will have day to day management responsibility for ensuring that, so far as is reasonably practicable, arrangements are in place for:

- Safety and Security
- Fire Safety
- Electrical Safety
- Gas Safety
- Water Quality
- Asbestos
- Emergencies
- Staff Induction

Supported by the Health and Fire Safety Co-ordinator, duties will include:

- advising the Headmaster on maintenance requirements
- co-ordinating advice from specialist safety advisors and producing associated action plans
- monitoring health and safety within the School and raising concerns with the Headmaster
- compliance with the Construction (Design and Management ) Regulations
- report to the School Health and Fire Safety Committee

#### **4. Heads of Department (Teaching)**

The Heads of Department will ensure, as far as is reasonably practicable, the health and safety of those affected by activities under their control. They are responsible for maintaining up to date risk assessments for areas under their control. Specific risk assessment requirements are:

- Science (including harmful substances and flammable materials) - Head of Science
- Sports activities – Director of Sport
- Drama - Director of Drama
- Art and Design (including harmful substances and flammable materials) - Head of Art and Design
- Music - Director of Music
- Design & Technology - Head of Design & Technology
- Trips and visits – Senior School - Deputy Head – Operations and Performance
- Trips and visits - Junior School - Headmaster
- Food Technology - Head of Food Technology
- Ammunition and firearms - Combined Cadet Force Commanding Officer

They will also be responsible for identifying providing or organising training that is relevant to their area of control.

#### **5. Estates Manager**

The Estates Manager and the Health and Fire Safety Co-ordinator will assist the Director of Operations with the implementation of the following:

- Building security
- Prevention of unsupervised access by pupils to potentially dangerous areas (in co-operation with others as appropriate)
- Registration and control of visitors
- Site traffic movements
- Maintenance of School vehicles
- Testing arrangements, maintenance and records, including fire, electrical, gas, plant equipment, water quality, asbestos
- Good standards of housekeeping, including drains, gutters etc
- Control of hazardous substances for grounds maintenance activities

#### **6. External Health and Safety Advisors**

The Director of Operations will arrange, as necessary, for external consultants to advise on matters of health and safety within the School. Such provision may include:

- Structural surveyors are retained to give advice on the external fabric of the School.
- Monitoring and servicing the School's plant equipment, including boilers, lifts and hoists annually.
- Gym and Fitness equipment and machinery used in both Design and Technology and in the Maintenance Department are serviced annually.

- The Catering Manager will arrange for:
  - swabs to be taken and checked by a member of the senior Catering team from knives, chopping boards and other kitchen equipment at least once per month taking immediate action to address any bacterial readings above the maximum safe limit
  - an independent hygiene and safety audit of food storage, meal preparation and food serving areas once every three years
  - professional advice from a dietitian on healthier food, menu planning and special diets as needed
  - the professional deep cleaning of all equipment, high level cleaning of all cooking, food preparation and storage surfaces, areas etc twice a year.
  - appropriate pest control measures to be in place
- The School has a suitable and sufficient fire risk assessment which is reviewed annually or when significant changes are made to the interior of buildings, or new buildings are bought or added.
- In addition to the weekly fire alarm tests, the alarm system, together with all smoke detectors, emergency lighting, extinguishers are tested annually by a qualified contractor.
- An external Health and Safety Consultant reports annually on the arrangements for health and safety in all areas of the School
- The School has a suitable and sufficient process for ensuring the prevention of legionella, and has a water temperature testing regime in place.
- The School maintains an asbestos register and the Estates Manager is responsible for ensuring that it is kept up-to-date and for any sampling or removal before major works takes place. They are also responsible for the maintenance of an asbestos management plan. They are also responsible for making sure that contractors are fully briefed on areas of asbestos before starting work
- The School's Radiation Protection Supervisor (RPS), Head of Science, is responsible for liaison with the Radiation Protection Advisor for ensuring compliance with the Ionising Radiation Regulations 2000 and local rules made to comply with these regulations. The RPS is also responsible for ensuring compliance with the Radioactive Substances Act 1993 and exemption certificates granted under them.

All external contractors are required to comply with the School's Contractor's Safety Policy which covers Health and Safety and Safeguarding requirements to be satisfied before commencing work on site. The Health and Safety records are maintained by the Estates Department and the Safeguarding checks are maintained by HR Department.

## **7. School Health and Fire Safety Committee**

The Committee, chaired by the Director of Operations, will meet once a term. The Governor responsible for overseeing health and safety is invited to attend these meetings. The other members of the Committees are:

- Headmaster
- Junior School Headmaster
- Director of Operations
- Deputy Head – Operations and Performance

- Deputy Head – Academic
- Deputy Head – Pastoral
- Deputy Head Junior School x 2
- Estates Manager
- Assistant to Director of Operations
- HR Manager
- Nursing Manager

The role of the Committee is to:

- discuss matters concerning health and safety, including any changes to regulations;
- monitor the effectiveness of health and safety within the school;
- review accidents and near misses, and discuss preventative measures;
- review and update risk assessments;
- discuss training requirements;
- monitor the implementation of improvements;
- review and update the Health and Safety Policy
- assist in the development of safety rules and safe systems of work;
- monitor communication and publicity relating to health and safety in the work place;
- encourage suggestions and reporting of defects by all members of staff.

Health and Fire Safety is a standing item on the agendas for SLT, Junior School SMT and Operations and Support HoDS meetings, all of which are minuted. Staff report potential hazards to the Maintenance helpdesk for attention. These tickets are prioritised and records maintained of the actions taken.

## **8. Medical Centre**

Nurses are responsible for checking that all first aid boxes, eye wash stations, asthma inhalers and epipens are monitored and replenished as necessary.

## **9. The Health and Fire Safety Co-ordinator**

Is responsible for:

- Maintaining an accident book and reporting notifiable accidents to the Health & Safety Executive
- Keeping statistics and preparing summary reports for the School Health and Fire Safety Committee

## **10. Staff**

The co-operation of all staff is essential to the success of the Policy. The School requires staff to alert the Maintenance helpdesk to any hazards to health and safety which they notice and to notify their Head of Department / Health and Safety Co-ordinator of any suggestion they wish to make regarding health and safety.

Staff are required to:-

- follow the Policy;
- take reasonable care for the health and safety of themselves and others who may be affected
- follow requirements imposed on the School or any other person under Health and Safety law and co-operate fully so as to enable the duties upon them to be performed
- carry out all reasonable instructions given by managers / senior staff
- make proper use of anything provided in the interests of their health and safety such as protective equipment. Reckless or intentional interference with such equipment will potentially be regarded as a dismissible offence
- comply with any reasonable request made by any of the persons named above in relation to the fulfilment of their duties