



The Good Shepherd Trust Health and Safety Policy

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Approval:	GST Board	Author:	Head of Buildings and Estates
Local approval:	Local Committee	Local author:	SBM
Next Review Date of Template Policy:		01/10/2026	
Relevant Legislation	The Health and Safety at Work etc. Act 1974,		
	The Management of Health and Safety at Work Regulations 1992		
	The Management of Health and Safety at Work Regulations 1999		
	The Control of Substances Hazardous to Health Regulations 2002		
	The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013		
	The Manual Handling Operations Regulations 1992		
	The Health and Safety (Display Screen Equipment) Regulations 1992		
	The Gas Safety (Installation and Use) Regulations 1998		
	The Regulatory Reform (Fire Safety) Order 2005		
	The Work at Height Regulations 2005		
	Fire Safety Regulations 2022		
	Electricity at Work Regulations 1989		
	Personal Protective Equipment at Work Regulations 2022		
	Control of Noise at Work Regulations 2005		
	Control of Legionella Bacteria Regulations 2001		
	The Control of Asbestos at Work Regulations 2012		
The School Premises (England) Regulations 2012			
Education (Independent School Standards) (England) Regulations 2010			
Children’s Act 2004			

Revision record

Minor revisions should be recorded here when the policy is amended in light of changes to legislation or to correct errors. Significant changes or at the point of review should be recorded below and approved at the level indicated above.

School local additions to this policy must receive approval from the Trust prior to local distribution.



Revision No.	Date	Revised by	Approved date	Comments
1	01/12/22	FM	06/12/22	Body of policy has stayed the same. Simple update of dates to this year.
2	01/12/22	FM	06/12/22	Addition of following line to Local Committee's Responsibilities "add local adaptations related to the school premises as required"
3	10/05/2023	MP	24/05/2023	Policy revision based on LC comments and specific details regarding the LC role and responsibility in relation to health & safety.
4	27/09/2023	MP	04/10/2023	Policy revision to include a section around Reinforced Autoclaved Aerated Concrete (RAAC) based on the latest DfE guidance on this date.
5	20/11/2024	MP	27/11/2024	Updated the previous Chief Operating Officer (COO) job title to the new Chief Finance Operating Officer (CFOO).
6	17/11/2025	MP	24/11/2025	Update 'SCR' to 'Every' for training records.

School specific information is detailed in the appendix.

Purple text within the main body of the policy relates to school specific information.

The H & S Policy is to be read in conjunction with the H & S Management Plan.



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1 Scope

This policy is prescribed by The Good Shepherd Trust and all reference to 'The Trust' includes all Trust schools, the central team and subsidiary organisations. This policy also applies to schools who let out their facilities. Those who hire any aspect of the Trust's school sites or any facilities will be made aware of the content of the Trust's Health and Safety Policy and will have responsibility for complying with it.

2 Statement of Intent

2.1 Chief Executive's Statement of Intent

I recognise my responsibilities and undertake to provide and maintain safe & healthy working conditions for all employees under my control. I further accept that I have a duty of care to other persons (e.g. pupils, parents, visitors and contractors etc.) who may be affected by the work carried out by or on behalf of the Trust. It is my duty to ensure that all measures so far as is reasonably practicable are taken to prevent injury and ill health by:

- providing and maintaining safe and healthy workplaces, plant and equipment and by ensuring safe systems of work are in place.
- ensuring that employees and contractors are competent to carry out their tasks and given adequate training.
- providing suitable and sufficient information, instruction, training and supervision.
- ensuring that measures are in place to control risks arising from work activities.
- ensuring that arrangements are in place to disseminate health & safety rules.
- ensuring that employees are consulted about health & safety matters.
- providing adequate welfare facilities.
- ensuring equal health & safety treatment for all.
- commitment to mental health and wellbeing
- ensuring continuous improvement in health, safety and welfare standards.

The organisation and arrangements to ensure health & safety standards are maintained and improved are laid down in each school's Health & Safety Policy & Procedures. This includes the delegated responsibilities of staff employed by the Trust.

Employees have legal responsibilities to take care of the health & safety of themselves and others, and to co-operate with management to assist in meeting my responsibilities. This policy statement and each school's Health & Safety Policy & Procedures will be reviewed regularly.

A competent person is defined as a person who has the skills, knowledge and experience to be able to recognise hazards and help put sensible controls in place to protect workers and others from harm.



3 Responsibilities

3.1 Chief Executive Officer's Responsibilities

The Chief Executive Officer (CEO) shall:

- ensure that there are effective and enforceable policies and procedures, infrastructure for the provision of health & safety throughout the Trust, which is reviewed periodically to reflect changes in organisation, arrangements and legislation.
- ensure adequate levels of staff consultation and participation in relation to matters affecting their health, safety and welfare.
- ensure that the law and guidance from, but not exclusively, the Department for Education (DfE) is followed in the policies and procedures.
- ensure that there is provision of adequate training, information, instruction and supervision so far as is reasonably practicable to enable all staff and pupils to perform their work safely and efficiently.
- ensure that there are safe and healthy working conditions for staff and pupils and a safe environment for all visitors to school sites. This will include planned maintenance of the building and grounds and provision of good welfare facilities.
- ensure that there are safe arrangements for the handling, storage and transportation of articles and substances.
- ensure that there is provision of plant equipment and systems of work which are safe.
- ensure that at each school site an appropriate, competent member of staff is identified to co-ordinate and manage health & safety and that appropriate specialist advice and support is available to enable them to meet all legal requirements.
- where required, ensure that sufficient resources (so far as is reasonably practicable) are made available to ensure the Trust's health, safety and welfare objectives are achieved.
- be responsible for ensuring compliance with all health & safety legislation affecting the operations and activities of the Central Team, including the provision on school sites.
- co-ordinate work with the Trustee Directors to achieve the standards and procedures prescribed for health & safety.
- ensure that arrangements for the monitoring and audit of health & safety are in place across all school sites.
- ensure the development of health, safety and welfare strategies and plans to achieve and maintain compliance with health, safety and welfare legislation.

3.2 Chief Finance Operating Officer's Responsibilities

The Chief Finance Operating Officer (CFOO) is accountable to the Chief Executive Officer for the effective management of health and safety within the Trust and the implementation of the Good Shepherd Trust's Health and Safety Policy.



The CFOO is required to seek assurance from the Headteachers that health and safety is being managed effectively across their areas of control and that their health and safety responsibilities are being met. This will include assurance relating to:

- ensure that the school comply with The Health and Safety at Work etc. Act 1974 and all subsequent legislation empowered by it.
- Providing leadership and promoting a positive culture.
- Ensuring practices comply with local rules and relevant occupational health and safety policies and procedures.
- Ensuring health and safety related risks are effectively identified and managed.
- Identifying and seeking opportunities to improve the performance of health and safety management systems.
- ensure that all accidents are recorded correctly and that details of any RIDDOR reportable incidents are managed and reported up to the Trustee Directors.

3.3 Trustee Directors Responsibilities

The Trustee Directors shall:

- promote the importance of health & safety through their role as Trustee Directors, including considering proposals made to the Board from the perspective of Health & Safety.
- when undertaking visits to schools on normal Trust business, observe the implementation of day-to-day health & safety activities and report any findings to the Head Teacher, and if necessary, the Chief Finance Operating Officer and/or Trustee Directors.
- board members to be aware of their responsibilities in relation to health & safety and promote the importance of Trustee Directors undertaking relevant training.
- ensure the appointment of a Trustee with responsibility for Health & Safety and Compliance.

3.4 Local Committees Responsibilities

The Local Committee (LC) shall:

- nominate a Local Committee member as a link between the LC and the wider school community, who will stay up to date with school H&S initiatives and inform the LC accordingly.
- maintain an interest in all health & safety matters affecting the school.
- provide assurance that the school adheres to The Health and Safety at Work etc. Act 1974 and all subsequent legislation empowered by it.
- provide assurance, so far as is reasonably practical, the health, safety and welfare of all the school staff, employees, pupils, visitors, contractors and any other person affected by its activities.



- provide assurance that adequate resources for health & safety are available so as to provide premises and working environment that are safe, healthy and without significant risk.
- provide assurance that adequate welfare facilities are provided for all staff, pupils and visitors.
- provide assurance that effective consultation takes place with all employees on health & safety matters and that all individuals are consulted before particular health & safety responsibilities are delegated to them.
- provide assurance that where necessary, seek specialist advice to determine the risks to health & safety in the establishment and the precautions required to deal with them.
- work in close partnership with the Head Teacher and Senior Leadership Team of the school and other staff of the Trust to support and promote good health & safety management.
- provide assurance of the provision of adequate training, information, instruction, induction and supervision to enable everyone on the school to be safe.
- provide assurance that all new staff, including all existing staff in schools joining the Trust, complete appropriate and relevant Health & Safety training as part of an induction programme.
- provide assurance the effectiveness of this policy within the context of the school through termly written reports from the Headteacher.
- Conducting an annual check list and communicating its findings to the trust board via the central team.
- The Local Committee member responsibility for Health & Safety will be a member of the school's H&S committee, attend the H&S meetings, undertake H&S inspections as detailed in the inspection schedule and report back to the Local committee on the work of the school's H&S committee.

3.5 Head Teacher's Responsibilities

Individual school Headteachers shall:

- take day-to-day responsibility for all health & safety matters in relation to the operation of the school and promote a positive, open health & safety culture.
- provide a good example, guidance and support to all staff on issues of health & safety.
- be responsible for activities organised on behalf of the school but being undertaken away from the school site.
- ensure that safe means of access and egress are maintained and that the premises are kept clean and tidy.
- ensure that adequate security and safeguarding arrangements are established and maintained.
- ensure that the school comply with The Health and Safety at Work etc. Act 1974 and all subsequent legislation empowered by it.
- ensure all statutory and legal notices (including a copy of the Health & Safety Law Poster and Display Energy Certificate) are displayed in an easily accessible location.

- ensure that all staff receive a Health & Safety induction and maintain a record of all induction training.
- undertake health & safety training as required by the Trust and, as appropriate and necessary, cascade pertinent information to relevant staff.
- keep up to date with new developments in health & safety practices and legislation in relation to schools / academies / the education sector. Ensure that all staff are appropriately appraised and updated in respect of such developments.
- ensure those who receive delegated responsibilities are competent; their responsibilities are clearly defined and delegated appropriately; they have received appropriate training and are provided with equipment or other resources in order to ensure they can fulfil such delegated duties.
- appropriately consulting staff (and Unions where necessary) before staff take on delegated responsibilities.
- consulting with staff on Health & Safety matters as necessary.
- evaluate the on-going need for health & safety training of staff, procure delivery and maintain a record of all such training undertaken by staff.
- provide staff with suitable personal protective equipment (PPE) and ensure its correct use (where a risk assessment identifies it as being required).
- ensure that all health & safety and related documentation is accessible in one location, e.g. Asbestos Register and Asbestos Management Plan, Accident Book, Fire Alarm Log, Risk Assessments, COSHH data, Training Records etc.
- together with school staff, assess and control the risks to health & safety of all persons from hazards within the school and any other school-related activities, wherever they are undertaken.
- ensure suitable and sufficient risk assessments of work activities are undertaken, that a written record of the assessments are kept and that the assessments are reviewed at least annually or upon change of circumstances.
- ensure, for particularly high-risk activities, safe systems of work / method statements are put in place where identified as being required via a risk assessment process.
- ensure hazardous materials and substances are properly used, stored and disposed of and that adequate systems are in place for the management of asbestos (where relevant) and for the control of legionella.
- report any accidents / incidents / near misses as required in OHSENS and where required under The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR).
- ensure that all accidents are recorded and that details of any RIDDOR reportable incidents are forwarded to the Chief Finance Operating Officer and the Local Committee.
- undertake an accident / incident / near miss investigation, where appropriate, and implement actions required to eliminate / reduce the risks to the health & safety of people and buildings / equipment etc. Produce reports / statements required for any civil or criminal action that may arise.



- put in place and maintain adequate and appropriate emergency procedures in relation to first aid, fire, bomb or intruders / security etc. as well as an appropriate Critical Incident & Continuity Management Plan.
- ensure fire precautions and fire safety in the school are compliant with the requirements of Fire Regulations.
- ensure staff are competent to undertake the practical tasks required of them and have been provided with appropriate training by competent persons along with any equipment and other resources to enable their work to be undertaken safely.
- ensure buildings, equipment, machinery, fixed and / or associated installations etc. provided for the school are suitable for their intended use, are correctly, properly and systematically checked, serviced, tested and maintained in accordance with good practice and legal compliance.
- ensure there is co-operation with the Trust in meeting its legal requirements and objectives in respect of monitoring of health & safety policy, practices, procedures and due diligence.
- ensure that a Health & Safety Policy is produced for approval / adoption by the Local Committee and that the document is regularly reviewed (and revised if necessary) on an annual basis. The Head Teacher shall bring any subsequent amendments to the attention of all staff and Local Committee.
- ensure that all staff co-operate with the Health & Safety Policy & Procedures.
- ensure adequate levels of staff consultation and participation in relation to matters affecting their health, safety and welfare.
- ensure safe working arrangements are in place when contractors are working on the school premises. Head Teachers shall be available for liaison with contractors, or their representatives undertaking any works on the school site, to ensure the safety of all persons affected by the works.
- ensure all contractors are 'inducted' and shown the relevant risk assessments, asbestos records and are made aware of any fragile roofs or other hazards in the areas where they will be working.
- fully co-operate with health & safety arrangements during larger building projects.
- actively monitor the performance of external contractors both generally and in relation to health & safety.
- bring to the attention of the Chief Finance Operating Officer any matters of health & safety that cannot be resolved or are of imminent danger to any person.
- provide requested information to the Chief Finance Operating Officer to enable completion of reports and plans as required.
- ensure that health & safety is a standing agenda item for all Local Committee and management / staff meetings and ensure that information and advice on health & safety is acted upon and circulated to Local Committee and staff.
- continually monitor and review performance and progress in relation to the school's existing health & safety targets / priorities and carry out regular, formal audit inspections (at least annually

but, ideally termly) of the school estate in conjunction with the Site Manager/Caretaker, appropriate representatives of staff and the Local Committee.

- provide a documented annual update on matters of health & safety to the Local Committee which confirms progress in relation to the school's existing health & safety targets / priorities and which identifies future targets / priorities along with allocated timescales.
- add the training records to the Every.
- delegate appropriate tasks to the school's Site Manager/Caretaker and other premises staff.

3.6 Members of the School Senior Leadership Team's Responsibilities

- Deputy and Assistant Head Teachers may be required to undertake any of the Head Teacher's duties which have been reasonably delegated to them which may include responsibility for health & safety management.
- Heads of Department / Faculty Leaders may be expected to oversee health & safety matters relating to their curriculum areas.
- undertake health & safety training as required by the Trust and, as appropriate and necessary, cascade pertinent information to relevant staff.
- proactively address any hazardous practices / issues and immediately report any concerns regarding unresolved hazards to their manager.

3.7 Caretakers/Site Manager/Premises Manager Responsibilities

Caretakers/Site Managers/Premises Managers are responsible for day-to-day maintenance and other buildings / grounds issues. As such, they have a pivotal role in maintaining the health, safety and welfare of the school site and buildings and in fulfilling practical duties as delegated by the Head Teacher. In addition to any other duties delegated by the Head Teacher.

Caretakers/Site Managers/Premises Managers shall:

- ensure that any work that has health & safety implications is prioritised appropriately.
- proactively address any hazardous practices / issues and immediately report any concerns regarding unresolved hazards to their manager.
- ensure that all work under their control is undertaken in a safe manner.
- ensure that all cleaning staff are aware of safe working practices especially regarding reporting of hazards, the use of hazardous substance, manual handling and slips trips and falls.
- undertake health & safety training as required by the Trust and, as appropriate and necessary, cascade pertinent information to relevant staff.
- carry out and record a regime of regular checks and tests in terms of housekeeping, maintenance, statutory compliance through the FM provider (Greenlight), health & safety compliance, hazard-



spotting, safety systems etc. and ensure that all remedial works from those checks are actioned appropriately.

- liaise with, support and facilitate the activities of other staff / duty-holders in relation to health & safety.
- liaise with, support and facilitate the activities of external contractors carrying out work on the premises be it in relation to reactive maintenance, term maintenance contracts or larger projects.
- assist with the monitoring the performance of external contractors both generally and in relation to health & safety.

3.8 Head of Estates Responsibilities

The Head of Estates shall:

- support all schools to be fully compliant with all current Health & Safety legislation pertaining to school premises.
- bring any serious concerns to the attention of the Chief Finance Operating Officer.
- develop safe operating procedures and guidance documents that identify and take account of all relevant hazards and ensure legislative compliance across the Trust.
- provide competent, guidance and support on health, safety and welfare matters including providing advice on a range of specialist areas, e.g. fire regulations, hazardous substances, occupational diseases, noise, safeguarding machinery, risk assessment, CDM, PAT Testing etc.
- provide access to relevant health & safety training.
- ensure that regular site inspections and health & safety audits are being carried out to provide schools with support, advice and guidance and to ensure policies and procedures are being properly implemented. Maintain records of inspection findings and circulate reports that suggest any improvements.
- advise of changes to working practices that ensure safety and legislative compliance.
- review risk assessments and consider how risks could be reduced and implement resultant control measures.
- monitor the safe disposal of hazardous substances, e.g. asbestos.
- record any accidents / incidents / near misses and produce a quarterly Health and Safety report for the Trustee Directors.
- ensure that schools carry out correct, proper and systematic checks, servicing, tests and maintenance, in accordance with good practice and legal compliance, of buildings, equipment, machinery, fixed and / or associated installations etc. provided for the school and that they are suitable for their intended use.



- ensure that contractors engaged to work at school sites are competent to undertake the work required of them and have adequate provision for health & safety - the Head of Buildings & Estates will be responsible for ensuring Trust-wide compliance with CDM 2015 in relation to all construction projects.

3.9 Employee's Responsibilities

As employees, all members of staff have a duty in law to:

- work safely and responsibly and not interfere with anything provided to safeguard their Health & Safety;
- not put their own or any other person's health & safety at risk.
- co-operate with managers / leaders on health & safety matters.
- duty to attend any necessary training in order to keep health and safety knowledge up to date.
- Implementation of health & safety policy and procedures is a management responsibility, but the co-operation of all employees is essential. All staff are encouraged to participate in improving health & safety by reporting all health & safety concerns to the Head Teacher and to foster safety consciousness and good practice amongst other employees and pupils.

All staff employed by the Trust shall:

- ensure they are familiar with, and comply with, the health & safety policy, procedures and guidance issued by the Trust in order to ensure the maintenance of high standards of health & safety in all school premises and activities.
- take reasonable care for their health & safety at work and that of others who might be affected by their acts or omissions both within the academy and during off-site activities.
- report immediately, to the Head Teacher or to their line manager any serious or immediate danger of which they become aware.
- report immediately, or as soon as practicable, any defects noted with plant, equipment, machinery or the workplace generally to the Head Teacher or to their line manager.
- ensure there is no misuse of anything that has been provided for health & safety purposes.
- use the correct equipment and tools for the job and any protective equipment that may be necessary.
- actively participate in, and cooperate with, the health & safety management process.

Encourage all pupils to follow safe practices and observe safety rules including:

- following instructions issued by a member of staff especially in case of an emergency.
- following safety and hygiene rules intended to protect the health & safety of themselves and others.



- not intentionally interfering with safety equipment, e.g. fire extinguishers and fire alarms.
- informing a member of staff of any situation, which may affect their safety or that of another pupil.

4 Arrangements and Procedures

Although overall accountability for health & safety lies with Trust, the Head Teacher is responsible for the day-to-day health & safety of staff and pupils, contractors and visitors in individual schools. The Head Teacher will then delegate some functions to other staff, in particular the School Business Managers / Site Managers / Supervisors / Premises Managers / Caretakers etc. In order to deliver the health & safety policy and procedure and to comply with their responsibilities under this General Policy Statement, each school will approve their own Health & Safety Policy & Procedures.

4.1 Monitoring, Review and Audit

Health & Safety arrangements at all new schools (schools joining the Trust) are reviewed prior to them joining by the Trust. Following this review, an action plan is produced for the Head Teacher to implement.

Existing schools: Health & safety arrangements at existing schools are monitored as follows:

- Daily – proactive, visual “housekeeping” checks by all staff to identify any potential health & safety issues. If identified, these should be reported immediately to the responsible premises manager or member of staff.
- Systematic - regular and scheduled checks, tests, servicing and maintenance of health & safety systems carried out by the Site Manager / Caretaker and / or contractors with frequency determined by legal compliance and practical (good practice) factors relevant to the nature of the system, e.g. annual PAT Testing, 5-yearly Periodic Inspection & Testing of fixed electrical installations, weekly tests on fire alarm call points, annual cleaning of kitchen extraction hoods etc. Systematic maintenance and compliance requirements will be scheduled, recorded and monitored centrally by the FM provider (Greenlight).
- Ongoing - continual review by the Head Teacher of performance and progress against health & safety targets (both school-specific and Trust-wide).
- Annually (ideally termly) - formal audit inspection of estate by the Head with written report to the Local Committee.
- As required - audit of health & safety arrangements (including site inspections) by the Head or contractors appointed by them.

4.2 Health and Safety Arrangements

The arrangements section of the Health and Safety Policy details The Good Shepherds Trust (GST) procedures for:

- Implementing the Health and Safety Policy to comply with statutory requirements under the Health and Safety at Work Act 1974.



• This policy applies to all staff (including agency staff), Trustee Directors, Chief Executive Officer, Chief Finance Operating Officer, Directors, Local Committee members, visitors and contractors. Roles and responsibilities of all are clearly stated within the policy.

The following arrangements ensure that the Trust meets its objectives to provide a safe and healthy working and learning environment. These arrangements cover common occupational Health and Safety issues. The Trust will review, amend and add to these as required. Schools whose activities may give rise to specific risks will produce additional arrangements at local level to ensure controls are maintained.

4.3 Accident and Incident Reporting and Investigation

All accidents, incidents, near misses and dangerous occurrences must be recorded on an accident report or inputted into OSHENS reporting system. Accidents near misses and dangerous occurrences include:

- Accidents to staff which result in even a minor injury.
- Accidents involving third parties, i.e. non-employees, pupils, visitors, contractors, and members of the public.
- Incidents such as theft, break in, water damage (flooding) and vandalism.
- Near misses – incidents where no one is injured but there was potential for injury.
- Physical assaults or verbal abuse.
- Dangerous occurrences such as fire, gas leaks or explosions, chemical spillages, damage to asbestos materials resulting in persons being exposed to asbestos fibres, failure or collapse of lifting equipment such as hoists etc.
- Work related ill-health such as dermatitis from the use of chemicals, occupational asthma, and musculoskeletal pain as a result of using computers or manual handling etc. Refer to guidance from the [Health and Safety Executive \(HSE\) for accidents/reportable incidents under Reporting of Injuries, Diseases and Dangerous Occurrences Regulations \(RIDDOR\)](#).

All serious accidents must be investigated without delay to ensure that the area concerned is safe to use. If not, the area should be isolated until it can be made safe. Copies of RIDDOR reports should be forwarded for the attention of the GST Chief Finance Operating Officer & the Head of Estates.

4.4 Asbestos Management and Procedures

All schools that contain Asbestos Containing Materials (ACMs) will maintain an asbestos register and will ensure that an annual asbestos condition survey is completed by a competent person. There must also be an Asbestos Management Plan (AMP) in place and should be reviewed regularly.

Schools must ensure that no intrusive works take place that could potentially disturb asbestos without consulting the asbestos register. This includes minor works such as drilling walls to erect shelving or running cable. If the area of work is not covered by the asbestos register it is to be presumed that asbestos is present and an asbestos survey must be completed by a competent contractor.

The Head of Estates should be contacted for guidance as required.



Training on asbestos awareness should be provided on an annual basis and on induction.

The above policy and procedures applies to all staff and contractors.

4.5 Contractors

Please refer to the Health & Safety Instructions and Guidance for Contractors.

Schools should ensure contractors are competent to perform the task allocated and have the required qualifications and insurance. Method Statements and Risk Assessments should be provided and checked prior to work commencing. The Head of Estates should be contacted for guidance as required.

Safe methods of working are to be agreed in advance of work commencing. DBS enhanced clearance where applicable is to be provided in advance of work commencing.

4.6 Control of Substances Hazardous to Health (COSHH)

The Good Shepherd Trust is required under the Control of Substances Hazardous to Health Regulations 2002 amended 2015 to have in place arrangements to assess the exposure of its employees and other persons to hazardous substances and take adequate steps to avoid or control exposure.

This requirement covers not only substances such as cleaning chemicals but also exposure to dusts emitted by work processes and biological hazards such as legionella.

Guidance provided on manufacturer's material data sheets must be followed at all times when deciding safe working procedures when using chemicals. Training should be provided to nominated staff to enable them to complete COSHH Risk Assessments.

The COSHH Risk Assessment will be used as the basis for developing safe working procedures that should describe how the substances will be used and stored, and how exposure will be controlled. Procedures should also detail actions to be taken in the event of spillage or accidental exposures due to inhalation, digestion or splashes on the skin or eyes. The procedures should identify any personal protective equipment that may be required when using the substance, together with how the personal protective equipment will be inspected.

4.7 Display Screen Equipment (DSE)

All staff that are classed as DSE users, including staff with laptops, are informed about the safe use via DSE training/assessments.

4.8 Driving for Work

All schools to ensure that individuals driving on school business must have appropriate business cover insurance on the individuals own insurance policy. Children should not be driven in staff member's cars. Staff must ensure they possess a driving licence containing the minibs category on their license. Driving licenses to be checked annually. Schools who own a minibs must arrange suitable insurance for the vehicle and the vehicle must have a valid MOT certificate. Vehicle checks must be carried out prior to commencing their journey and recorded in the vehicle checks log. Any defects should be reported to the School Business Manager to arrange vehicle repairs.



4.9 Electricity at Work

Schools should ensure that a five-yearly fixed wiring test is undertaken. PAT testing is completed on an annual basis and registers are to be kept on file. Any personal equipment brought to site by staff will require a PAT test before being used.

Hirers of school premises are responsible for checking/maintaining their own equipment. All defective items are to be removed or repaired.

4.10 Employees Duties

Responsibilities detailed in the arrangement section of this policy.

4.11 Fire Precautions and Emergency Plans

All schools are to ensure that a Fire Risk Assessment (FRA) is completed by a competent person and reviewed on an annual basis.

- Fire detection and firefighting equipment is to be serviced by a competent contractor in line with regulations including emergency lighting.
- Fire marshals to be identified and suitably trained.
- Emergency evacuation procedures are to be displayed in all classrooms and other areas around the school.
- Fire drills are to be carried out on a termly basis.
- An emergency lockdown drill is to be undertaken on an annual basis.
- Inspections and maintenance of fire exits/escape routes are to be completed by general site inspections by the schools' facilities teams. Headteachers should ensure there is an Evacuation Plan in place that is reviewed annually and all staff/pupils/contractors and visitors are aware of actions to take on discovery of a fire and upon activation of the fire alarm.

4.12 First Aid

First Aid Needs Assessments should be completed for each school by a competent person. The assessment should be used to ensure adequate levels of first aid provision is provided dependent on school and is detailed in the schools' procedures for first aid.

4.13 Health and Safety Advice

Schools have access to Health and Safety advice from various bodies including that brought in from Surrey County Council and specialist contractors. A competent person should be contacted with regard to Health and Safety matters.

4.14 Induction

The Trust is committed to providing all new employees, volunteers, Local Committee members and Trustee Directors with an induction, ensuring that each new employee is given a structured induction programme aimed to ensure that all staff are aware of health and safety policies and arrangements, the procedures to follow and also the responsibilities of both the staff member, the school, and the Central Team.

4.15 Lone Working

The Central Team and schools must ensure that there are arrangements in place to address any Health and Safety issues arising from employees undertaking lone working. In this context lone working means someone working on their own without access to immediate support from colleagues and includes staff working in GST Central Office, in schools, from home or at external locations.

4.16 Maintenance and Inspection of Equipment

Schools should ensure that all planned maintenance and servicing that is mandatory is completed by competent contractors and schedules are adhered to. PE equipment to be checked annually with any equipment defects be addressed prior to using the equipment. Pressure vessels or equipment which contains a liquid or gas under pressure should be inspected annually by a competent engineer. Records of maintenance should be kept on file.

4.17 Manual Handling

Risk Assessments should be undertaken for activities which involve significant manual handling. In this context manual handling includes lifting, carrying, pushing, pulling, and holding. Action should be taken to eliminate factors that could cause injury. Where possible manual handling activities will be avoided or reduced by providing mechanical aids such as trolleys and redesigning operations. Staff undertaking manual handling tasks will receive training in safe handling techniques.

4.18 Medication

Each school is responsible for developing and regularly reviewing its own medication policy and related policies and procedures. The Local Committee require assurance that there is a medication policy in place.

4.19 Monitoring Arrangements

The Trustee Directors will ensure that regular reports of accidents and dangerous occurrences are provided as part of the Chief Finance Operating Officer's Reports and, if necessary, alterations to work practises and procedures are implemented.

Health and Safety audits will be completed on a two/three yearly rolling programme in all schools by a competent contractor and the findings will be shared with the schools and the Trustee Directors.

To help this process the Trustee Directors, Local Committee and Headteachers will ensure that all reasonable inspections facilities and information are provided on request to Inspectors of Health & Safety Executive (HSE), Trade Unions and health and safety representatives.

Risk assessments are to be undertaken by the schools for new and expectant mothers and are reviewed according to the needs of the individual and their job specification.

4.20 New and Expectant Mothers

Please refer to the new and expectant mothers risk assessment and guidance further advice can be sought from the Trusts Central Human Resources Team.

4.21 Offsite Educational Visits

All schools follow guidance from the following:

- Health and Safety of Pupils on Educational Visits: A Good Practice Guide 1988 (reprinted in 2001).

- Health and Safety: Responsibilities and Powers (DfES/0803/2001).
- [National guidance: The Outdoor Education Adviser's Panel \(OEAP\)](#)
- Standards for LEAs in Overseeing Educational Visits. Part 1 of a 3 - Part Supplement to Health and Safety of Pupils on Educational Visits. (DfES/0564/2002).

4.22 Personal Protective Equipment

Personal Protective Equipment (PPE) is provided free of charge for employees where it has been identified through risk assessment. This cost is paid from the school budget. For the Trusts Central Team any PPE required will be funded from the central budget.

4.23 Public Events

Events on school sites attended by the public will be the responsibility of the Headteacher with assistance by an event organiser of the head teacher's school, who should jointly consider health and safety issues.

Events organised by the school should be covered by their own insurance. Events organised by third parties allowed on the school site must have their own adequate level of insurance arrangements based on the size of the event. The schools and trust will accept no responsibility for losses or accidents occurring on the school site where the event is not a school event.

4.24 Risk Assessments

The Trust has a duty under the Management of Health and Safety at Work Regulations and other legislation to undertake assessments of its work activities in order to identify significant risks and determine what measures are required to manage these risks.

Headteachers and senior leaders will ensure that risk assessments are undertaken in the areas for which they are responsible.

Risk Assessments are reviewed on an annual basis [by the school's Health and Safety committee on a rolling programme](#) or when circumstances change that may cause the original assessment to be no longer valid. [See Appendix, Point 2 for school specific risk assessments.](#)

4.25 Smoking and vaping

All Trust schools are NO SMOKING/VAPING sites and as such smoking is not allowed anywhere on school grounds. This includes the use of electronic cigarettes and vaping. No smoking/vaping signage should be displayed. Hirers of school facilities must also be reminded of the schools no smoking/vaping policy on school premises and within the grounds.

4.26 Staff Consultation and Unions

The Trust recognises its duty to consult with employees and any recognised trade union representatives on matters that could affect their health and safety, in particular:

- The introduction of measures in the workplace that may substantially affect the health and safety of employees.
- The guidance for appointing or nominating an employee's representative to carry out their responsibilities will be provided with the necessary resources that may be required to allow them to carry out their duty.



- Any health and safety information that the employer is required to provide under relevant statutory provisions.
- The planning and organisation of any health and safety training requirements.
- The health and safety consequences of the introduction of new technologies into the workplace.

4.27 Stress and Staff Wellbeing

Work related stress is defined by the health and safety executive as:

The adverse reaction a person has to excessive pressure or other types of demand placed on them.

There is an important distinction between reasonable pressure which stimulates and motivates and stress where the individual feels unable to cope with excessive pressures or demands placed upon them. The Trust and its schools will risk assess the risks to their employees' mental wellbeing as well as their physical wellbeing by identifying and taking action on organisational factors and work-related issues that could be potential stressors.

4.28 Statutory Maintenance

The GST has procured a contract for all GST schools so that annual statutory inspections are undertaken by the preferred contractor. The data is stored in a portal and can be viewed by all levels within the GST to ensure compliance.

4.29 Training and Development related to Health and Safety

Training identified via a risk assessment and to meet our legal responsibilities should be provided via on-line training where possible or external competent training companies.

4.30 Tree Maintenance

Trees should be inspected by a competent person on an annual basis and remedial work completed as required. Schools should consider, if not already in place, adding tree maintenance to the ground's maintenance schedules with the appointed competent contractor. School trees are inspected every two years to ensure that they are safe. Any remedial works identified are carried out in a timely manner. In March 2021 Oak Processionary Moth (OPM) nests were found and removed by a contractor recommended by the SLA consultants. The Forestry Commission were advised and a regime of regular spaying of the tree has been introduced. The responsibility for this transferred from the Forestry Commission to the school in 2022. Treatment involves spraying the trees with an approved bio-pesticide or insecticide. Spray treatment is applied between April and June as this is when the product is most effective. There is an OPM risk assessment in place and information regarding OPM is available on SharePoint for all staff.

4.31 Violence Towards Staff

All incidents of verbal or physical violence are to be reported to the Head Teacher without delay. Staff are reminded to follow school guidance on safe procedures when dealing with parents and members of the public, especially if their visit could potentially lead to conflicting opinions.

4.32 Vehicle Movement on School Sites

School sites are subject to use by staff, community users, visitors, contractors and supplier deliveries. The agreed entrances are dependent on the school; however, the following considerations are to be taken:

- Parental use of car parking areas, other than for pre-arranged meetings with school staff, shall be discouraged. Where parents insist on dropping or collecting able bodied pupils, they should be actively encouraged to use offsite parking unless the site has adequate parking provisions for dropping or collecting of able-bodied pupils.
- Separate consideration and provision should be made for disabled students and other users.
- All staff vehicle movements should be kept to a minimum during the school day.
- Staff are encouraged to minimise vehicle use, keeping it to the start and end of the working school day.
- Contractual vehicle movement and supplier deliveries shall be restricted, wherever possible, to occur either before or after the school day.
- Owners are responsible for their own vehicles when bringing them on to school site.
- Vehicles should only be parked in the marked areas.

4.33 Water Hygiene

A bi-annual risk assessment by a competent contractor will be completed on all sites. Monthly water monitoring will be completed by competent persons. A record of the findings should be kept in logbooks.

4.34 Working at Height

Schools will first assess the risks before working at height and will follow these simple steps:

- Avoid work at height where it is reasonably practicable to do so.
- Where working at height cannot be easily avoided, prevent falls using either an existing place of work that is already safe or the right type of equipment.
- Minimise the distance and consequences of a fall, by using the right type of equipment where the risk cannot be eliminated.

Staff should:

- Do as much work as possible from the ground.
- Ensure staff can get safely to and from where they work at height.
- Ensure equipment is suitable, stable and strong enough for the job, maintained and checked regularly.
- Not overload or overreach when working at height.
- Take precautions when working on or near fragile surfaces.
- Provide protection from falling objects.
- Consider emergency evacuation and rescue procedures.



Staff should receive training from a competent person before working at height or using access equipment.

4.35 Reinforced autoclaved aerated concrete (RAAC)

All schools must ensure that they follow the latest DfE guidance around the identification of RAAC within their buildings. If Reinforced Autoclaved Aerated Concrete (RAAC) is considered present during a visual inspection carried out by a person who is familiar with their school buildings and environment then this must be recorded in the questionnaire and submitted to the DfE via the DfE's online portal. This will trigger a DfE appointed surveyor to carry out a RAAC site survey. A report containing details of their findings will be provided to the school and a copy sent to the Trust detailing the surveyors recommendations. This may include an intrusive survey being carried out where a visual survey is not considered possible.

Schools must ensure that no intrusive works take place that could potentially disturb asbestos without consulting the asbestos register. If the area of work is not covered by the asbestos register it is to be presumed that asbestos is present and an asbestos survey must be completed by a competent contractor.

If RAAC has been identified the school must inform the DfE so that a RAAC appointed caseworker can be assigned to the school for support with any necessary RAAC remedial/removal work on site.

The Chief Finance Operating Officer and Head of Estates should be contacted for guidance as required.

All schools should have an appropriate risk assessment in place covering Reinforced Autoclaved Aerated Concrete (RAAC) in school premises.

5 Review

This policy will be reviewed annually or when there are any significant changes in Health and Safety Executive (HSE) guidance or at the Trust.



APPENDIX

1 Health and Safety committee

The school has an established H&S Committee which meets termly and includes representatives from all cohorts of staff including a member of the LC. The frequency of meetings will be regularly reviewed and changed if necessary. In exceptional circumstances an additional meeting may be called. The main purpose of the committee is to consult with staff on H&S issues and agree H&S procedures. The committee works under agreed Terms of Reference and minutes of the H&S Committee are reviewed at LC meetings.

2 Risk assessments

H&S core risk assessments are held on the school's SharePoint under:

[Ashley/staff resources/ Risk assessments/ Health and Safety](#)

Core risk assessment schedule:

Asbestos	Access control
Administering medication	Control of respiratory infections
Electrical safety	Excessive weather conditions (heat and cold)
First aid	Fox infestations
Lone working	Legionella
COSHH	Stress
Fire	Display screen equipment (DSE)
Manual handling	Oak Processionary moth
Site safety – adverse weather (snow and ice)	Site safety and contractors on site
Violence at work	Working at heights
Workers under the age of 18	Expectant mothers
Children being drawn into terrorism (Prevent Duty)	

In addition, there is a separate folder in [Ashley/staff resources/ Risk assessments/](#) for Oak Processionary Moth (OPM) information and risk assessment.

Additional information for staff

1. Fire risk assessment is held in the office manager's office
2. Restraint risk assessments will be produced for individual pupils as required
3. Curriculum specific risk assessments are included as part of lesson planning
4. A risk assessment must be completed for off-site trips by the trip leader and uploaded to the Evolve portal for approval by the Headteacher.

3 Gas safety

The installation, inspection, maintenance and repair of gas appliances, systems and fittings are carried out by a contractor on the Gas Safe Register who is qualified to work on gas appliances. All those who are registered carry a Gas Safe ID card, which shows the type of work they are qualified to do and

whether their qualifications are up to date. The caretaker will check this card prior to allowing contractors to undertake any work on gas appliances or services.

The school's Emergency Plan includes gas leaks. If a member of staff smells gas, the following procedures will be followed;

- avoid the use of any naked flames or electrical switches,
- shut off the gas supply at the meter control valve (location identified in the Emergency Plan)
- get everyone to a place of safety and call the 24hr Gas Emergency Freephone Number **0800 111 999**.

A carbon monoxide alarm is installed in the main boiler room.

4 Grounds

The school grounds are regularly inspected as part of the work of the caretaker and are formally inspected by the H&S committee at least once each year. There is a specific fox risk assessment to mitigate the risk that foxes on the site pose. There is a bee risk assessment as the school has an apiary in use and following an infestation of oak processionary moths (OPM) and risk assessment and procedures are in place to mitigate any risk.

5 Housekeeping, cleaning, waste disposal and infection control

The school is cleaned daily by external contractors and monitored by the Caretaker. Wet floor cleaning is generally undertaken outside of school hours and signs are always used. All internal bins are emptied daily, and paper is re-cycled where possible. The school has an annual trade refuse agreement and refuse is collected weekly from their bulk bins stored. Redundant IT equipment is removed from the site by the school's computing contractor. When necessary, the school removes excessive waste via a skip. Sanitary waste is disposed of via a contractor who empties them weekly. There is a contract in place for the removal and disposal of confidential waste.

The school will follow the Infection Control Arrangements from the Public Health Agency. The poster detailing actions required to control infection and steps to take in the event of a suspected infection is on display in the office.

6 Positive Handling

It is not the case that all physical contact should be avoided, but it is important that adults only touch children in ways that are appropriate to their professional or agreed role, and responsibilities. A duty of care to children and young people may require the use of restrictive physical intervention to prevent harm to themselves or others. Different occupations and settings have statutory powers to use reasonable force, or to use forms of restrictive physical intervention, where they deem it necessary to prevent harm by managing risk and behaviour. Any form of physical contact that a reasonable person would judge to be a conscious, self-aware, reasonable and a justifiable act is acceptable. Staff are advised to ensure their actions are acceptable to the child. A high proportion of children with emotional and behavioural difficulties may have experienced sexual and/or physical abuse. Staff need to ensure that any physical contact is not misinterpreted.

Acceptable form of intervention

There are occasions when staff will have cause to have physical contact with pupils for a variety of reasons, for example:

- to comfort a pupil in distress (so long as this is appropriate to their age)



- to gently direct a pupil
- for curricular reasons (for example in PE, Drama etc.)
- in an emergency to avert danger to the pupil or pupils
- in rare circumstances, when Restrictive Physical Intervention (RPI) is warranted

In all situations where it is anticipated that RPI contact between staff and pupils is required, a risk assessment for the pupil must be completed and where such contact is required, staff must consider the following:

- the pupil's age and level of understanding
- the pupil's individual characteristics and history
- the location where the contact takes place (it should not take place in private without others present)

Physical contact is never made as a punishment, or to inflict pain. All forms of corporal punishment are prohibited. Physical contact will not be made with the participants neck, breasts, abdomen, genital area, other sensitive body parts, or to put pressure on joints. It will not become a habit between a member of staff and a particular pupil.