

HEALTH AND SAFETY POLICY

Incorporating the Local Health and Safety Arrangements for:

- **Tonacliffe Primary School**
- **Community School**
- **School Number 14042**
- **Tonacliffe Road, Whitworth, Lancashire OL12 8SS**

This policy is based on the requirements of the Health and Safety at Work etc Act 1974 and associated health and safety and other legislation. It should be read in conjunction with the Lancashire County Council's Health and Safety Management System which is held on the School's Portal.

As a Community or Voluntary Controlled School the county council is the employer. The governing body is responsible for the use of the premises. The headteacher is responsible for the implementation and management of health, safety and welfare within the school. The county council, the governing body and the headteacher should work in partnership to meet these responsibilities.

As the person(s) with responsibility for the implementation and management of proper health and safety controls within the school, I/we will, as far as is reasonably practicable:

- provide adequate control of the health and safety risks arising from our work activities;
- provide and maintain safe plant and equipment;
- ensure all employees are competent to do their tasks and ensure the provision of adequate training;
- maintain safe and healthy working conditions;
- ensure safe handling and use of substances;
- review and revise this policy and arrangements as necessary at regular intervals, and, as a minimum, following each 5 yearly review of this template by the county council;
- consult with employees on matters affecting their health and safety;
- provide information, instruction and supervision for employees;
- prevent accidents and cases of work-related ill health;
- comply with appropriate directions given by the county council on health and safety requirements;
- act in accordance with the relevant provisions in the "Scheme for Financing Schools in Lancashire" and the "School Teachers Pay and Conditions Document".

Signed:	Signed:
	On behalf of the Governing Body
Headteacher's name: Joanne Heap	Chair of Governors name: Steve oxford
Date: 01.09.2025	Proposed Review date: 01.09.2026

Responsibilities

The responsibility for implementation and management of proper health and safety controls within the school is that of e.g. headteacher:	Joanne Heap, Head Teacher
The delegated member of staff with day-to-day responsibility for ensuring this policy is put into practice is e.g. school business manager, health and safety co-ordinator etc:	Joanne Heap, Head Teacher
To ensure health and safety standards are maintained/improved, the following people have responsibility in their specific areas e.g. premises issues, fire safety and other emergencies, out-of-hours arrangements, educational visits:	<i>Names and Designations e.g.</i> <i>Premises – Paul McCormick, Site Manager</i> <i>Fire safety – Debbie Wroe SBM</i> <i>Emergency plans – Debbie Wroe SBM</i> <i>First Aid/ Medical Needs - Debbie Wroe SBM/ Amy Griffiths SENCO</i> <i>Educational visits – Beth Cass EVC</i> <i>Out of Hours arrangements – Joanne Heap Headteacher</i> <i>Forest School – Charlotte Clutterbuck Deputy Headteacher</i> <i>Curriculum – Joanne Heap Headteacher</i>
Health and safety objectives for the school (as identified by accident/incident investigation, consultation, review of risk assessments, health and safety management support and audit visits; advice from the county council etc, or other sources e.g. DfE, Teachers.Net, other schools, the HSE) will be developed and monitored by:	Debbie Wroe SBM
Documented health and safety objectives and any associated action plan(s) can be found: Note: Any actions arising from those objectives should be documented e.g. as an action plan, and monitored to ensure they are achieved.	<i>Location: School Office</i> <i>Development Plan and/ or in the minutes of governors or staff meetings.</i>
<p>All employees within the school have a responsibility to:</p> <ol style="list-style-type: none"> 1. Co-operate with the headteacher and his/her nominated representatives on all matters relating to health and safety; 2. Not interfere with anything provided to safeguard their health and safety; 3. Take reasonable care of their own health and safety, and not knowingly place anyone who may be affected by their work activities at risk; 4. Report all health and safety concerns to an appropriate person (as detailed in this policy statement); and, 5. Adhere to the School Teachers Pay and Conditions Document which state that teachers' professional duties include maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere. 	

Health and safety risks arising from work activities

I/we will ensure that so far as is reasonably practicable, all areas of risk are assessed and adequate control measures are put in place to ensure the health and safety of all employees, pupils, contractors, non-employees and anyone else affected by the school's activities.

Risk assessments will be undertaken by: Risk assessments will be undertaken prior to the introduction of any new work tasks / activities that pose a significant risk to health and safety.	<i>Joanne Heap, Head Teacher Debbie Wroe, School Business Manager</i>
The significant findings of risk assessments will be reported to:	<i>Joanne Heap, Head Teacher</i>
Action required to remove/control risks will be approved by:	<i>Joanne Heap, Head Teacher</i>
The responsibility for ensuring the action required to reduce risks is implemented is that of:	<i>Joanne Heap, Head Teacher</i>
Checking that implemented actions have removed/reduced the risks is the responsibility of:	<i>Debbie Wroe, School Business Manager</i>
Risk assessments will be reviewed regularly (at least every 3 years for task risk assessments and the technical aspects of a fire risk assessment; annually for the non-technical aspects of a fire risk assessment and every 5 years for COSHH assessments) or in the event of any significant changes. Responsibility for this rests with:	<i>Debbie Wroe, School Business Manager in conjunction with LCC</i>

School's Commitment

To meet the requirements of this Policy Statement, the headteacher/governing body and/or his/her/their nominated representative(s) will:

- a) draw up and implement appropriate health and safety procedures for the school;
- b) share appropriate elements of these procedures with all employees, pupils, visitors and anyone else who may be affected by them;
- c) arrange for risk assessments to be completed for all areas of work and review them on a regular basis;
- d) as part of the risk assessment process, produce safe systems of work where necessary and arrange for their implementation including any appropriate training, resourcing, auditing and monitoring;
- e) identify adequate resources for the implementation of the health and safety policy and arrangements within the school;
- f) comply with appropriate directions given by the county council on health and safety requirements; and,
- g) act in accordance with the relevant provisions in the Scheme for Financing Schools in Lancashire and the School Teachers Pay and Conditions Document.

The school will:

- make health and safety procedures and documentation available for inspection upon request
- regularly review its arrangements in respect of the applicable topics and activities listed in the table at the end of this Policy document.

Consultation with employees

The school recognises and accepts its duty to consult with employees and will do so via a union-appointed safety representative and/or through elected employee representatives where union appointed representatives are not available.

Employee representative(s) for the school are:	Joanne Heap, Headteacher Debbie Wroe, School Business Manager Paul McCormick, Site Supervisor
Consultation with employees is provided via:	Staff Meetings Staff Briefings Informal discussions

Safety Representatives

The school recognises and accepts that safety representatives must be given the paid time necessary to carry out their functions, and paid time as is necessary to undergo training in those functions, as is reasonable in the circumstances.

Safety representatives' functions are to:

- investigate potential hazards and dangerous occurrences at the workplace, and complaints by employees relating to health, safety and welfare at work, and examine the causes of workplace accidents;

- make representations to the headteacher/governing body on the above investigations, and on general matters affecting the health and safety of the employees they represent;
- regularly inspect the workplace;
- represent employees in dealings with health and safety inspectors; and,
- attend health and safety committee meetings.

Safe plant and equipment

The school will ensure that all plant and equipment that requires maintenance is identified, that maintenance is carried out and that new or second-hand plant and equipment meets any required health and safety standards before it is purchased.

Responsible person(s) for identifying all equipment/plant needing maintenance:	<i>Paul McCormick, Site Supervisor</i>
Responsible person(s) for ensuring effective maintenance arrangements are in place:	<i>Paul McCormick, Site Supervisor and Debbie Wroe, School Business Manager</i>
Responsible person(s) for ensuring that all identified maintenance is carried out:	<i>Paul McCormick, Site Supervisor or Debbie Wroe, School Business Manager</i>
Any problems found with equipment should be reported to:	<i>Paul McCormick, Site Supervisor or Debbie Wroe, School Business Manager or Joanne Heap, Head Teacher</i>
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	<i>Paul McCormick, Site Supervisor</i>

Information, instruction and supervision

The Health and Safety Law poster is displayed at: Note: It is a legal requirement to display the Health and Safety Law Poster in a prominent position in each workplace eg in the school's reception area, or to give employees a copy of the Health and Safety Law leaflet.	Staff room Kitchen Site Supervisor's room Nursery Kitchen
Health and safety advice is available from:	Paul McCormick, Site Supervisor Debbie Wroe, School Business Manager Joanne Heap, Headteacher
Induction, supervision of trainees/work placements etc will be arranged/undertaken/ monitored by:	Debbie Wroe School Business Manager or Joanne Heap, Headteacher

Health and safety in shared premises (where applicable) is managed by: <i>-delete this row if the premise is not shared</i>	(Name and Designation) will ensure that any employees working at locations under the control of other employers are provided with relevant information to ensure their health and safety.
--	---

Competency for tasks and training

The school has arrangements in place to ensure that all new employees are provided with appropriate health and safety induction training when they start work. This will cover basics such as first aid and fire safety. Job specific health and safety training will also be provided if needed to achieve the required competency. Training arrangements will include regular refresher training where appropriate. Write down your arrangements for training here, including arrangements for record keeping.

Induction training will be arranged/undertaken for all employees by:	Debbie Wroe, School Business Manager Paul McCormick, Site Supervisor
Job specific training will be provided by:	Relevant line manager
Jobs requiring specific health and safety training are:	<i>Site Supervisor – cleaning/asbestos management and awareness, Legionella and water hygiene, COSHH, management of contractors, working at height. These will be achieved via eLearning/on the job training.</i> <i>Forest school leaders – complete level 3 training</i>
Training records are kept by:	Office Debbie Wroe, School Business Manager Recorded on Training Matrix on Microsoft Office 365
Training will be identified, arranged and monitored by:	Joanne Heap Head Teacher

Accidents, first aid and work-related ill health

The school acknowledges the legal requirement to:

- ensure there are adequate arrangements in place for the reporting, recording and investigation of incidents and accidents;
- ensure there are adequate arrangements in place for reporting work related injuries, diseases and dangerous occurrences under the RIDDOR Regulations;

- provide appropriate first aid arrangements for employees and anyone attending the premises that may be affected by the school's activities;
- ensure there are adequate arrangements in place to provide health surveillance for any employees who may be **at risk** of ill-health as a direct result of their work activities.

The first aid box(es) is/are available:	<i>Detail location(s)</i>
The first aider(s) and appointed person(s) is/are:	Infant resource first aid area
All accidents and cases of work-related ill health are to be reported to:	Joanne Heap Headteacher
*Health surveillance is required for employees doing the following jobs within the school:	Any pregnant employee will require a specific Risk Assessment to be completed and their duties may need to be modified to take account of their changing capabilities:
Health surveillance will be arranged by:	Joanne Heap, Headteacher
Health surveillance/records will be kept by/at:	Debbie Wroe, School Business Manager in the Office.

Performance monitoring

The school acknowledges its requirement to monitor the health and safety of employees and anyone who may be affected by its work activities and has appropriate arrangements in place to fulfil this requirement and to keep records.

To check our working conditions and ensure our safe working practices are being followed, we will conduct workplace inspections. These are carried out by:	Debbie Wroe, School Business Manager Paul McCormick, Site Supervisor School Governor
Review all risk assessments regularly (at least every 3 years for task risk assessments and the technical aspects of a fire risk assessment; annually for the non-technical aspects of a fire risk assessment and every 5 years for COSHH assessments) or in the event of any significant changes.	See Section: Health and safety risks arising from work activities for responsibility details
Responsible person(s) for investigating accidents e.g. road traffic accidents, slips, trips and/or falls etc before requesting assistance from the Health, Safety and Quality team if necessary:	Joanne Heap, Headteacher
Responsible person(s) for investigating work-related causes of sickness absences:	Joanne Heap, Headteacher
Responsible person(s) for acting on investigation	Debbie Wroe, School Business Manager

findings to prevent recurrences:	
Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:	Debbie Wroe, School Business Manager

Emergency procedures - fire and evacuation

The school acknowledges its responsibility for ensuring that appropriate emergency procedures are in place and that these are communicated to all concerned, including other users of the premises, and monitored on a regular basis.

Responsibility for ensuring the fire risk assessment is undertaken and implemented rests with:	Joanne Heap Headteacher
Escape routes are checked by/every:	Paul McCormick Site Supervisor daily
Fire extinguishers are maintained and checked by/every:	EFT Ltd - annually
Alarms are tested by/every:	Paul McCormick Site supervisor tests fire alarm weekly EFT Ltd check the fire alarm annually. EFT Ltd check the alarms annually.
The emergency evacuation procedure is tested by/every:	Joanne Heap, Headteacher Termly
Responsibility for ensuring arrangements are in place to deal with other emergency situations eg bomb threat, flood, etc. rests with:	Joanne Heap, Headteacher

Table of occupational health and safety topics/activities that apply

Occupational health and safety topic/activity (Note: This is not a comprehensive list. Please add any further topics/activities relevant to your school.) Information and guidance is available on the Health, Safety and Quality team website :	Applicable (√)	Details of where information about the school's arrangements can be found
Accident reporting, recording and investigation	√	Office
Asbestos management plan	√	Office
Bodily fluids (urine; blood; faeces; vomit) and biological agents	√	Teacher Drive
Cleaning/caretaking tasks	√	Office
Control of contractors	√	Office
Control of substances hazardous to health (COSHH)	√	Office
Disability access (health and safety implications)	√	Office
Display screen equipment and eye tests	√	Portal
Driving at work	√	Portal
Electrical safety, for example, installations, PAT tests, visual checks, local policy on bringing electrical items into school etc	√	Office
Emergency procedures other than fire, for example flood, services failure	√	Office
Extended school and community use	√	Office
Finger traps (internal and external)	√	Office
Fire safety	√	Office
First aid	√	Office
Gas safety, for example, installations, servicing, tests, visual checks, local policy on use of gas items in school etc	√	Office
Health and safety induction (a checklist is available on the health safety and quality website)	√	Office
Infection control, including needles and needlestick injuries	√	Teacher Drive
Lettings to non-school groups	√	Office
Manual handling	√	Teacher Drive
Minibuses	N/A	
Mobile phones (the use of)	√	Teacher Drive/ Office
Personal safety including lone working and violence and aggression	√	Office

Occupational health and safety topic/activity (Note: This is not a comprehensive list. Please add any further topics/activities relevant to your school.) Information and guidance is available on the Health, Safety and Quality team website :	Applicable (√)	Details of where information about the school's arrangements can be found
Play equipment installations inspections	√	Office
Playgrounds and external areas	√	Office
Ponds and water features	N/A	
Premises management (see premises management guidance on the Health, Safety and Quality team's website)	√	Office
Pupil moving and handling (special needs)	√	Office
Pregnant employees and nursing mothers	√	Office
Reporting of health and safety concerns/faults	√	Office
Severe weather including winter gritting	√	Office
Shared use of buildings	√	Office
Sharps, for example, broken glass in the school building or external grounds	√	Office
Stress	√	Portal
Swimming pools	N/A	
Transport safety/vehicle movement – arrangements for vehicle movement, car parking and vehicle/pedestrian segregation on site	√	Office
Visitor and volunteers' safety	√	Office
Waste storage and disposal	√	Office
Water hygiene (Legionella, lead etc) – a Legionella Risk Assessment should be in place as part of your premises management arrangements	√	Office
Work equipment and machinery	√	Office
Working at height – ladders, access equipment etc	√	Office
Workplace inspection (internal and external)	√	Office

Table of non-occupational health and safety topics/activities that apply (Staff to check portal for any updates)

Curriculum and other non-occupational activities (information and guidance is available in various parts of the Schools Portal)	Applicable (√)	Details of where information about the school's arrangements can be found
Art – metal wire use	√	Teacher drive
Administration of medication	√	Office
Bringing animals into school	√	Teacher drive
CDT Equipment and hand tools	√	Teacher drive
*Educational Visits	√	Beth Cass EVC
Electricity lessons	√	Teacher drive
Food safety and hygiene	√	Office
Forces and motion	√	Teacher drive
Forest School	√	Teacher drive
Glue guns	√	Teacher drive
Glues and paints	√	Teacher drive
Grounds maintenance	√	Office
Guillotines (Electric and Manual)	√	Teacher drive
Heating and Burning	√	Teacher drive
ICT equipment	√	Teacher drive
Laminators	√	Teacher drive
Messy play	√	Teacher drive
Micro organisms	√	Teacher drive
Needles and pins	√	Teacher drive
Outdoor activities early years	√	Teacher drive
Outdoor activities general	√	Teacher drive
PE Equipment	√	Office
PE Indoors	√	Teacher drive
PE outdoors	√	Teacher drive
Plants	√	Teacher drive
Pupil handling and restraint	√	Office
Resistant materials area	√	Teacher drive
Science (only where not covered by curriculum safety procedures set down in	√	Teacher drive

CLEAPSS)		
Sewing machines	√	Teacher drive
Special needs of pupils health & safety issues	√	Teacher drive
Stage and Drama activities	√	Teacher drive
Supervision of pupils	√	Teacher drive
Swimming sessions (safe practice)	√	Teacher drive
Wearing of jewellery	√	Teacher drive

The school will also take into account the risks, and make health and safety arrangements for, non-routine, out of hours, 'one-off', seasonal or sporadic activities for example special school and community events such as school fetes, etc.

*Note: Educational Visits have a separate intranet site on the Schools Portal at [Educational Visits](#).