

St Cyprian's Greek Orthodox Primary Academy



Health and Safety Policy

Revised: September 2012

Reviewed and ratified by Full Governing Body:

Date: 28th November 2012

Our Mission Statement:

‘The aim of St. Cyprian’s Greek Orthodox Primary Academy is to provide its children with primary education of the highest quality in a supportive learning environment through the National Curriculum, enriched by the progressive teaching of the Greek language and Christian Orthodox religion.

The children will be equipped with the knowledge, skills and spirituality to enable them to achieve their full potential and prepare them for transition to secondary education and to contribute positively to the challenges of a diverse multicultural society.’

Statement of Intent

The Directors and Head Teacher of St Cyprian’s Greek Orthodox Primary Academy recognise and accept their responsibility for ensuring, so far as is reasonably practicable, the health, safety and welfare at work of all employees, and pupils and other persons who may be affected by any of the school’s activities.

The Directors and Head Teacher’s prime objective is to achieve and maintain a high standard of health, safety and welfare throughout the school and its activities. They will ensure that the school complies with the requirements of the Health and Safety at Work etc Act 1974 and associated legislation.

In particular, the Directors and Head Teacher aim:

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- To ensure senior staff develop & maintain a culture within the school supportive of health, safety & welfare
- To establish an effective safety management structure & arrangements to implement requirements
- To ensure a systematic approach to the assessment & control of risks
- To ensure that employees are competent in the work that they are doing
- To ensure that employees actively participate in identifying hazards
- To minimise hazards entering the school
- To ensure the competence & management of contractors on school premises
- To monitor work practices & regularly review safety management systems

The Directors and Head Teacher will commit suitable resources (human, time and financial) to the achievement of these aims. They will seek competent advice from the Department of Education.

Every employee is responsible for his / her own health and safety, as well as that of colleagues, pupils and others. Employees should co-operate with the school's management to achieve these aims.

The important contribution that employees and their representatives can make in improving health and safety is recognised and encouraged. The Directors and Head Teacher will establish and maintain a school safety committee for this purpose.

Organisational Responsibilities for Health and Safety

Overall Approach

The main responsibilities for ensuring the day-to-day management of all health and safety matters in the school rest with the Head Teacher, and Chair of the Academy Trust. To fulfil these responsibilities, the Head Teacher has delegated some of the tasks, with training, to the appropriate staff. Staff report back to the Head Teacher once tasks have been completed. The Head Teacher overviews the tasks to ensure that they have been undertaken to a suitable standard, and, where appropriate, liaises with the Chair of Governors or Local Education Authority (LEA) on matters that need taking forward or which need expenditure.

The arrangements, i.e. policies on key topics, are contained within the Education Department's Health and Safety Manual. A copy of the manual is held by the Head Teacher and is available for staff to see.

Roles & Responsibilities

The following health and safety responsibilities are in addition to the normal day-to-day duties associated with individual jobs:

Directors & Head Teacher

- To ensure there is an adequate, signed & up-to-date Health and Safety Policy
- To commit resources to fulfil the Health and Safety Policy
- To ensure that there is a Health and Safety Plan for each year
- To prioritise actions where resources are required
- To ensure actions are undertaken
- To monitor achievement of plans & extent of compliance with standards
- To monitor trends in accidents & incidents
- To receive & where appropriate action inspection reports
- To include health and safety on the Academy Trust meeting agenda
- To receive & where appropriate action the minutes of the school's Health & Safety Committee
- To produce an annual report on health and safety
- To periodically review the adequacy of health & safety arrangements

Head Teacher

- To ensure staff are competent to undertake tasks delegated to them
- To identify staff training needs & to arrange for appropriate training
- To ensure risk assessments are undertaken
- To ensure appropriate action is taken on identified significant risks
- To ensure that there are procedures for serious & imminent danger
- To investigate accidents & complete the appropriate paper-work
- To consult staff and safety representatives on health and safety matters
- To co-operate with & provide necessary facilities for trades' union safety representatives
- To ensure the induction of new and transferring staff and volunteers
- To manage maintenance contracts e.g. for gym equipment
- To ensure safe hiring of school premises to third parties
- To ensure the competency & management of visiting contractors
- To ensure the safety of visitors to the school
- To ensure regular inspections of the school's premises
- To submit inspection reports to the Academy Trust
- To pass on health and safety information received to the appropriate people
- To be participate in safety audits
- To organise portable electrical appliance testing
- To maintain health & safety records e.g. records on fire alarm servicing, etc

Staff

- To check that classrooms and work areas are safe
- To check that equipment is safe before use
- To ensure that safety procedures are followed
- To ensure that appropriate protective equipment is available & used, when needed
- To participate in risk assessments, inspections, audits and the health and safety committee, if appropriate
- To bring problems to the Site Manager
- To report all accidents and incidents

Office Staff

- To manage the front door and security system
- To dispatch completed accident investigation forms
- To ensure first aid is administered, if appropriate
- To ensure first aid equipment is up-to-date & available
- To ensure unwell children are monitored
- To help maintain health & safety records e.g. records on fire alarm servicing, etc

Site Manager

- To test the fire alarm each week

- To ensure all signage (e.g. fire escape routes, trip hazards, etc) is appropriate & maintained
- To monitor that the school cleaners work safely
- To arrange and manage for contractors to undertake small repair works
- To report hazards

Arrangements

Emergency Evacuation Procedures.

- When the 'evacuation siren' sounds, the school will be evacuated as quickly as possible:
- Under the direction of a teacher (or other member of staff) the children will immediately stand quietly; form a line and lead out of the school by the quickest route, to a place of safety at the perimeter fence of the school site.
- The office staff will take out the class register and will distribute them outside.
- The teacher (or other member of staff) will count the children and, with reference to the register, will ensure that all the children have vacated the school.

The teacher or the adult responsible for the class will raise their hand in the air once a children have been counted and verified present.

- Any difficulties in this respect must be reported the Headteacher or the Deputy Headteacher.

Fire precautions.

- Fire hydrants are placed at all points of exit
- Fire blankets are placed adjacent to all cookers
- The school has a service agreement for the fire fighting equipment to be serviced and maintained at regular intervals.
- In case of fire, the nearest alarm should be activated by a responsible adult.
- In this event, the school must be evacuated in line with 'Emergency Evacuation Procedures' (above).
- Office staff will be aware of routine fire drills. When the fire alarm is activated at any other time, the office staff will telephone the fire brigade.

- All doors and other escape routes should be kept unlocked and unblocked at all times.
- Any person on crutches must be taught or work on the ground floor whilst requiring the use of crutches. This may require a class being temporarily sited to accommodate this.

First Aid.

- Children should never be allowed to be responsible for their own medicines in school, except in special circumstances.
- If prescribed medication is required during school hours and no alternative arrangements can be made, it must be handed to the office who will organise for the child to receive their prescribed dose.
- A letter needs to accompany the medication. This should state the child's name, class and name of medication.
- Only one dose of the medication will be accepted each day and that should be in a container, clearly marked with the child's name, class and name of medication.
- School will not accept the responsibility of administering the first prescribed dosage.
- It is not wise to have two different medications for one child to be administered at the same time.
- The class teacher should be kept informed at all times.
- Please also see the First Aid Policy

Accidents.

(Refer to Section C of the 'Manager's Health & Safety Toolkit') In particular:

- All accidents must be reported to the headteacher
- The Headteacher will arrange for all accidents to be investigated
- In case of injury, the Headteacher will arrange for an accident Report to be completed and sent to the Central Safety Officer at Croydon Council.
- If a child is injured, the office staff will inform the child's parents as soon as possible.

Electrical Safety. (*Please refer to LEA Code of Practice*).

- The Headteacher will arrange for electrical appliance testing will be carried out annually, normally in the summer term.

Hazards.

- All hazards likely to lead to damage or injury must be reported to the Headteacher without delay.
- The Headteacher will take appropriate action based on the seriousness of the hazard and degree of risk involved.

Environmental Health.

- Minor defects in lighting, heating and ventilation, judged to be easily remedied, should be reported to the Site Manager in the first instance.
- Where the problem persists, or in the case of more serious defects, the matter should be reported to the Headteacher
- The Headteacher will arrange for the necessary repairs.

Disposal of hazardous waste. (A hazardous substance is any material, mixture, or compound which can harm people's health).

Take the following steps to minimise possible health risks:-

- Assess what substances are present and what possible harmful effects they may have.
- For example special care should be taken with the following items:-
 - certain fixatives, Tipex, gummed paper, fungicidal wallpaper paste, clay hardener, luminous paints.
- Ensure that they are stored safely in secure, correctly labelled containers. If necessary in a locked store and away from any heat source.
- Check that they are handled safely and any necessary protective clothing is worn, i.e. gloves, face protector, breathing mask etc.
- When working with hazardous substances be aware of the following. Adequate ventilation. Avoid contamination of other items. Wipe up spillage at once. Wash hands after use. Teach those concerned how to handle them safely. Plan ahead for safe use.
- In short, assess each substance for any possible health dangers and plan how to eliminate or at least minimise them. There may be an alternative method of use or a different, less dangerous substance. Treat all substances with respect as new research often finds items once thought to be safe to in fact be a health hazard.

Safety Representatives.

Safety Manager: The Headteacher

Safety Link-Governor; Anna Hawkins
Safety Representative: The School Business Manager

School visits or Journeys off Site.

All visits and journeys off site will be arranged in accordance with the Trips and Residential visits Policy and Procedure.

Monitoring

Consideration of Health, Safety and Welfare matters will form an item on the agenda of each meeting of the Premises, Finance and Personnel. In addition, the Academy Trust will monitor and evaluate the effective working of the system within the school by the following means:

- a)
- b) checking reports of Inspections by the Management and ensuring that these are of high quality and carried out on time. Receiving reports from Safety Representatives concerning inspections carried out by them
- c) receiving reports from the Headteacher on:
 - complaints and hazard reports from staff and visitors
 - visits from HSE Inspectors
 - new Codes of Practice and methods of implementation
 - any Safety Audit arranged
 - any DfE guidance or advice
 - any new guidance from HSE or ESAC
 - staff training
 - any serious incidents which have been referred under RIDDOR
- d) Where deficiencies are identified or action is necessary seeing that:
 - action is allocated to individuals
 - time limits have been set
 - both immediate and long-term remedial action are identified in the case of hazards

Date of next review: October 2013