Walverden Primary School

Health and Safety Policy

Approved by:	Governors	**Date:**	November 2025
Last reviewed on:	November 2024		
Next review due by:	November 2026		

HEALTH AND SAFETY POLICY

Incorporating the Local Health and Safety Arrangements for:

- Walverden Primary
- Primary School
- 13010
- Bracewell Street, Nelson, Lancashire, BB9 0TL

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 day-to-day 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 health 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 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: *H.Ahmed*	Signed: *F,Khaliq* On behalf of the Governing Body Approved
Headteacher's name: Humma Ahmed	Chair of Governors name: Farhan Khaliq
Date: 11th November 24	Proposed Review date: November 25

Responsibilities

The responsibility for implementation and management of proper health and safety controls within the school is that of:	*H.Ahmed Head* *G.Donnan Deputy Head*
The authorised member of staff with day-to-day responsibility for ensuring this policy is put into practice is (e.g. Health & Safety Co-ordinator):	*G.Donnan Deputy Head*
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:	*Site Supervisor* *ICT Technician* *K.Entwistle EVC*
The Health & Safety objectives * for the school (as identified by accident/incident investigation, consultation, review of risk assessments, health & 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:	*H.Ahmed Head* *G.Donnan Deputy Head*

All employees within the school have a responsibility to:

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; and
4. Report all health and safety concerns to an appropriate person (as detailed in this policy statement).
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 & Safety objectives should be set for improvements in the management of health & safety within the school. These can be formal or informal objectives e.g. within the School Development Plan or in the minutes of Governors or Staff meetings respectively. Any actions arising from those objectives should be documented e.g. as an action plan, and monitored to ensure they are achieved.

Examples of objectives might be:

- a % reduction in accidents will be achieved by changes to playground supervision;
- a revised procedure for dealing with contractors on site will be devised and implemented;
- revised arrival and departure arrangements will be put in place to separate vehicles and pedestrians on school grounds;
- raising health & safety awareness by using the County Council's e-learning courses.

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.	*G.Donnan* *Teachers when visits are to take place.*
The significant findings of risk assessments will be reported to:	*G.Donnan Deputy Head* *Site Supervisor*
Action required to remove/control risks will be approved by:	*H. Ahmed Head* *G.Donnan Deputy Head*
The responsibility for ensuring the action required to reduce risks is implemented is that of:	*H. Ahmed Head* *G.Donnan Deputy Head*
Checking that implemented actions have removed/reduced the risks is the responsibility of:	*H. Ahmed Head* *G.Donnan Deputy Head*
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:	*H. Ahmed Head* *G.Donnan Deputy Head*

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 & 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 with 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, upon request, make available for general inspection specific, procedures and documentation and will 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:	*R.Bridges Assistant Head* *S.Agar Assistant Head*
Consultation with employees is provided via:	Phase meetings, Weekly staff meetings Annual health & safety meeting

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.
- Inspect the workplace.
- Represent employees in dealings with health and safety inspectors.
- 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:	*Site Supervisor* *H.Ahmed Head* *G.Donnan Deputy Head*
Responsible person(s) for ensuring effective maintenance procedures are drawn up:	*Site Supervisor* *H.Ahmed Head* *G.Donnan Deputy Head*
Responsible person(s) for ensuring that all identified maintenance is carried out:	*Site supervisor* *LCC* *H.Ahmed Head* *G.Donnan Deputy Head*
Any problems found with equipment should be reported to:	*H.Ahmed Head* *G.Donnan Deputy Head* *Site supervisor*
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	*H.Ahmed Head* *G.Donnan Deputy Head* *Site supervisor*

Information, Instruction and Supervision

The Health and Safety Law poster* is displayed at:	*Main Entrances* *Main Hall*
Health and safety advice is available from:	*G.Donnan Deputy Head*
Induction, supervision of trainees/work placements etc. will be arranged/ undertaken/monitored by:	*H.Ahmed Head* *G.Donnan Deputy Head*

* It is a legal requirement to display the Health & Safety Law Poster in a prominent position in each workplace e.g. in the school's Reception area, or to give employees a copy of the Health & Safety Law leaflet.

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. Specific on the job and job specific health and safety training will also be provided if needed to achieve the required competency. Training provision will include regular refresher training where appropriate. Write down your arrangements for training here including arrangements for record keeping.

Induction training will be provided for all employees by:	*G.Donnan Deputy Head*
Job specific training will be provided by:	*H.Ahmed Head* *G.Donnan Deputy Head* *R.Bridges Assistant Head* *S.Agar Assistant Head*
Jobs requiring specific health & safety training are:	*LCC training packages*
Training records are kept at/by:	*G.Donnan Deputy Head*
Training will be identified, arranged and monitored by:	*G.Donnan Deputy Head*

Accidents, First Aid and Work-related Ill Health

The school acknowledges the legal requirement to:

- Ensure that there is a recognised system in place to deal with the reporting, recording and investigation of incidents and accidents.
- Ensure that there is a recognised system 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.
- Provide health surveillance for any employees who may be **at risk** of ill-health as a direct result of work activities, and has made appropriate arrangements to deal with this issue.

The first aid box(es) is/are available:	*Outside Yr2 classroom* *By the library* *Infant hall* *Outside the Nurture Room*
The first aider(s) and appointed person(s) is/are:	*Information kept on medical folder on Staffboard and posters around school.*
All accidents and cases of work-related ill health are to be reported to:	*H.Ahmed Head*

*Health surveillance is required for employees doing the following jobs within the school: Office staff using digital screens all day.	*S. Ghafoor Office Manager*
Health surveillance will be arranged by:	*H.Ahmed Head*
Health surveillance/records will be kept by/at:	*H.Ahmed Head*

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:	*H.Ahmed Head* *G.Donnan Deputy Head* L..Verity Site Supervisor
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 accidents etc. before requesting assistance from the Health, Safety and Quality Team if necessary:	*H.Ahmed Head* *G.Donnan Deputy Head*

Responsible person(s) for investigating work-related causes of sickness absences:	*H.Ahmed Head*
Responsible person(s) for acting on investigation findings to prevent recurrences:	*H.Ahmed Head* *G.Donnan Deputy Head*
Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:	*H.Ahmed Head* *G.Donnan Deputy Head*

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:	*G.Donnan*
Escape routes are checked by/every:	*H.Ahmed Head* *G.Donnan Deputy Head* Site Supervisor
Fire extinguishers are maintained and checked by/every:	*Pendle Nu Tech Annually*
Alarms are tested by/every:	L.Verity Site Supervisor Weekly
The emergency evacuation procedure is tested by/every:	*H.Ahmed Head* *Termly*
Responsibility for ensuring arrangements are in place to deal with other emergency situations e.g. bomb threat, flood, etc. rests with:	*H.Ahmed Head* *SEMT See Emergency Plan*

Table of Occupational Health & Safety Topics/Activities that apply

Occupational Health & Safety Topic/Activity (This is not a comprehensive list. Please add any further topics/activities relevant to the school). Information and Guidance is available on the web site, link below: Health, Safety & Quality web site	**Applicable (√)**	**Details of where information about the school's arrangements can be found**
Accident Reporting, Recording and Investigation	√	School system/ LCC Portal/ G.Donnan
Bodily Fluids (urine; blood; faeces; vomit) & Biological Agents	√	School system/ LCC Portal/ G.Donnan
Catering	√	School system/ LCC Portal/ G.Donnan
Cleaning/caretaking	√	School system/ LCC Portal/ G.Donnan
Control of contractors	√	School system/ LCC Portal/ G.Donnan
Disability access (health & safety implications)	√	School system/ LCC Portal/ G.Donnan
Display Screen Equipment and Eye Tests	√	School system/ LCC Portal/ G.Donnan
Electrical Safety e.g. installations, PAT tests, visual checks, local policy on bringing electrical items into school etc.	√	School system/ LCC Portal/ G.Donnan
Emergency Procedures other than Fire e.g. flood, services failure	√	Emergency Plan
Falling Objects/Safe storage	√	School system/ LCC Portal/ G.Donnan
Fire Safety	√	Fire Risk Assessment/ Health and Safety Policy
First Aid	√	First Aid risk Assessment
Gas safety e.g. installations, servicing, tests, visual checks, local policy on use of gas items in school etc.	√	L..Verity Site Suervisor
Hot surfaces, scalds and burns	√	School system/ LCC Portal/ G.Donnan
Health & Safety Induction (checklist available on web site)	√	School system/ LCC Portal/ G.Donnan
Manual Handling	√	School system/ LCC Portal/ G.Donnan
Minibuses	√	School system/ LCC Portal/ G.Donnan
Mobile phones (the use of)	√	E Safety Policy
Needles and needle stick injuries	√	School system/ LCC Portal/ G.Donnan

Occupational Health & Safety Topic/Activity (This is not a comprehensive list. Please add any further topics/activities relevant to the school). Information and Guidance is available on the web site, link below: Health, Safety & Quality web site	Applicable (√)	Details of where information about the school's arrangements can be found
Personal safety including lone working and violence and aggression	School system/ LCC Portal/ G.Donnan	School system/ LCC Portal/ G.Donnan
Play Equipment installations inspections	√	Site Supervisor
Playgrounds and external areas	√	Site Supervisor
Premises Management (see Premises Management Guidance & Records on Health & Safety web site)	√	Site Supervisor
Pupil moving and handling (special needs)	√	School system/ LCC Portal/ G.Donnan
Pregnant employees and nursing mothers	√	School system/ LCC Portal/ G.Donnan
Reporting of health & safety concerns/faults	√	School system/ LCC Portal/ G.Donnan
Sharps e.g. broken glass either in school building or external grounds	√	School system/ LCC Portal/ G.Donnan
Slips and trips	√	School system/ LCC Portal/ G.Donnan
Stress	√	School system/ LCC Portal/ G.Donnan
Substances – COSHH	√	Site Supervisor
Swimming pools	√	Don't have own pool but use a county identified pool.
Vehicle and pedestrian traffic	√	School system/ LCC Portal/ G.Donnan
Visitor and volunteers safety	√	School system/ LCC Portal/ G.Donnan
Water hygiene (Legionella, lead etc.) – a Legionella Risk Assessment should be in place as part of your premises management arrangements	√	Site Supervisor
Working at height – ladders, access equipment etc.	√	School system/ LCC Portal/ G.Donnan
Workplace Inspection	√	School system/ LCC Portal/ G.Donnan

Table of Non-Occupational Health & Safety Topics/Activities that apply

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**
Administration of medication	√	School system/ LCC Portal/ G.Donnan
*Educational Visits	√	
Food safety and hygiene	√	School system/ LCC Portal/ G.Donnan
Outdoor activities	√	School system/ LCC Portal/ G.Donnan
PE Equipment	√	L..Verity Site Supervisor
Pupil handling and restraint	√	School system/ LCC Portal/ G.Donnan
Grounds maintenance activities	√	L..Verity Site Supervisor
Smoking	√	School system/ LCC Portal/ G.Donnan
Special needs of pupils health & safety issues	√	School system/ LCC Portal/ G.Donnan
Stage and drama activities	√	School system/ LCC Portal/ G.Donnan
Wearing of jewellery	√	School system/ LCC Portal/ G.Donnan
Work experience	√	School system/ LCC Portal/ G.Donnan

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.