

Clacton County High School



Health, Safety & Wellbeing Policy

This Document was originally approved:	January 2013
This Document was Last Reviewed:	September 2017
This Document is due for review:	September 2018



Higher Expectations, Raising Aspirations

Health, Safety and Wellbeing Policy

This Policy is adopted by the Academy Trust of Clacton County High School as an Essex County Council Model Policy for Academies

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1. Statement of Intent

Clacton County High School (CCHS) is part of The Sigma Trust and is committed to ensuring that high standards of health, safety and wellbeing are provided and maintained in order that there is a safe and healthy working environment for all staff, students and visitors.

CCHS recognises that health, safety and wellbeing is a management responsibility of equal importance to service delivery and needs to be considered an integral part of the CCHS provision.

This policy reflects our commitment to ensuring that health and safety is paramount to CCHS and that effective management of health and safety actively contributes to our success. The safety of both students and employees should underpin the whole culture and ethos of CCHS.

Managers and employees at all levels are expected to embrace this commitment by ensuring high standards of health, safety and wellbeing in their area of responsibility as outlined in this policy and associated standards.

This policy sets out the key responsibilities of the Local Governing Board, Directors, principal, Managers, all employees and other key staff.

It also outlines how health and safety is organised within CCHS and signposts all employees to the detailed arrangements for implementing the policy through risk assessments and standards.

All employees have responsibilities under the Health and Safety at Work Act, and any breach of these could lead to prosecution of CCHS and/or individual employees. Failure to comply with the health and safety standards could also result in disciplinary action.

This statement, policy and arrangements were adopted by the Local Governing Board of Clacton County High School:

Signed:..... **Date:**.....
(Chair of Local Governing Board)

This policy will be reviewed annually in the autumn term.

2. Responsibilities - All Employees

All employees are responsible for:

Control

- Looking after their own safety and the safety of others affected by their work.

Co-operation

- Co-operating with CCHS, by following safe working practices and carrying out their health and safety responsibilities as detailed in CCHS's policies, risk assessments and health and safety standards.

Communication

- Reporting to their line manager any hazards they identify and any inadequacies in health and safety procedures.

Competence

- Taking part in any health and safety training and development identified as necessary by the principal or their Line Manager.

Planning and Implementation

- Using work equipment provided correctly, in accordance with instructions or training.
- Ensuring that if they organise projects or activities involving students or other non-employees, risks are assessed as part of the planning stage and control measures implemented.

Monitoring

- Reporting health and safety incidents, in accordance with CCHS's health and safety Incident Reporting Procedure.

Safety Education

- All employees are responsible for contributing to the safety education of students through the formal and informal curriculum.
- All teachers and support staff are responsible for the effective supervision and safety of students under their care. This includes ensuring that students follow health and safety instructions.

3. Responsibilities - All Managers and Supervisors

All employees with management and supervisory responsibilities are responsible for the implementation of the Health, Safety and Wellbeing Policy in their area of control. As a general rule the direct responsibility of managers for health and safety is determined by the extent to which they have authority to take action. That is if they have the authority to make a general decision about some aspects of the work, they are responsible for the health and safety implications of that decision.

Their responsibilities include:

Control

- Ensuring the Health, Safety and Wellbeing Policy is implemented in their area of responsibility.
- Ensuring managers under their control carry out their health and safety responsibilities.

Co-operation

- Identifying opportunities to improve the health, safety and wellbeing within CCHS, and promoting risk awareness and the development of safe behaviours.

Communication and Consultation

- Ensuring all relevant health and safety information is communicated effectively to the correct employees and take account of their views.

Competence and Capability

- Ensuring the health and safety competence and capability of employees under their control.

Planning and Implementation

- Ensuring relevant health and safety standards and risk assessments are implemented in their area of control.
- Ensuring, in their area of control, risk assessments are carried out, recorded and the control measures implemented.
- Undertaking risk assessments relating to hazards to which directly managed staff are exposed (this will include stress risk assessments).

Monitoring and Review

- Ensuring health and safety monitoring is undertaken in their area of control, in accordance with CCHS's requirements.
- Reviewing the effectiveness of health and safety standards at controlling risks and feeding back areas of concern to their line manager, principal, or CCHS Directors.
- Ensuring health and safety issues identified via risk assessments or monitoring activities that cannot be addressed, are raised with their line manager.

4. Responsibilities – principal**Control**

- Ensuring there are appropriate arrangements in CCHS for implementing CCHS's Health, Safety and Wellbeing Policy, and ensuring that the Policy and arrangements are effectively communicated and implemented.

Co-operation

- Ensuring systems are in place for consultation with all employees and that Trade Union appointed safety representatives can carry out their functions.
- Demonstrating health and safety leadership by ensuring health and safety is given equal importance to service delivery.
- Ensuring there are appropriate arrangements in place for co-operation and co-ordination with other users of CCHS site and that, where necessary, joint health and safety arrangements are recorded and agreed.

Communication

- Ensuring appropriate arrangements are in place for communication of health and safety to all employees, agency workers, contractors, visitors, volunteers and students.
- Ensuring that health and safety standards accessed via the Essex School's Infolink are made available to relevant employees.

Competence and Capability

- Ensuring that all employees are competent and have the capability to carry out their role/function.

Planning and Implementation

- Ensuring CCHS's health and safety standards (available via the Essex School's Infolink) are implemented.
- Ensuring there are arrangements in place for managing risks arising from CCHS's activities or premises, which are not covered by standards available on the Essex School's Infolink.

Monitoring and Review

- Ensuring systems are in place for monitoring and reviewing health and safety in CCHS.
- Ensuring there are health and safety monitoring arrangements in place and that actions arising from monitoring results are carried out.
- Regularly (at least annually) reporting CCHS health and safety performance to the Local Governing Board.
- Monitor health and safety management of the PFI contract, ensuring premises related statutory inspections are completed and recorded.

Premises Management

- Ensuring there are arrangements in place through the PFI Contract for the management of the premises on a day to day basis.
- Ensuring premises management tasks are delegated to a suitably competent site manager or co-ordinator, or a competent property consultant.

5. Responsibilities - CCHS Health and Safety Responsible Person

The Facilities Manager has been appointed as the Health and Safety Responsible Person for CCHS and is responsible for:

Control

- Establishing arrangements for the effective co-ordination of health and safety throughout CCHS.
- Supporting the principal and Subject Leaders in co-ordinating the development, review and revision of CCHS's health and safety policy, standards and risk assessments.

Co-operation

- Setting up arrangements for consulting with employees on health and safety and reporting back to the senior leadership team if appropriate.

Communication

- Setting up arrangements for the effective communication of health, safety and wellbeing information relevant to all staff, visitors, contractors, volunteers, students etc.
- Ensuring health and safety concerns raised by employees are brought to the attention of the appropriate senior manager.
- Ensuring that the principal and senior leadership team are kept informed of health and safety issues by including them on the agenda of leadership team meetings.

Competence

- Co-ordinating the identification of health and safety training and development needs to meet the requirements of CCHS's health and safety policies, standards and risk assessments.
- Ensuring that records of health and safety training and development are maintained by CCHS.

Planning and Implementation

Supporting the establishment of adequate arrangements for:

- First aid.
- Fire and emergency evacuation.
- Reporting of health and safety incidents, hazards and concerns.
- Other day-to-day health and safety procedures as needed.

Monitoring

- Co-ordinating arrangements for monitoring of health and safety standards within CCHS.

Premises Management

- Work in partnership with the PFI Contractor to oversee the management of premises related health and safety risks to employees and other premises users or visitors.
- Work in partnership with the PFI Contractor to co-ordinate and ensure compliance with premises related standards and assessments.

6. Responsibilities - CCHS Local Governing Board

The LGB (Local Governing Board), on a day-to-day basis is responsible for health and safety and therefore ensuring compliance with relevant legislation. This includes legal duties as controllers of the premises. The Sigma Trust, as the employer, has overall responsibility in ensuring compliance with relevant legislation.

LGB duties include:

Control:

- Taking reasonable steps, to make sure that the school buildings, grounds, equipment and materials are safe and do not put the health, safety and welfare of persons at risk whilst they are on the premises.
- Ensuring that appropriate arrangements are in place to comply with statutory requirements.
- Ensure that statutory requirements are taken into account in determining the allocation of resources.

Competence and Capability:

- Ensuring that the policies and procedures for recruitment, induction, staff development, performance management and capability, used by the academy include health and safety competence and capability.
- Ensuring health and safety is part of the performance management of the principal.
- Ensuring that the principal has an appropriate workload, in support of a reasonable work/life balance, having regard to his/her health and welfare.
- Having regard to their own competence and capability before offering advice or undertaking work that may affect the health and safety of academy activities.

Planning and Implementation:

- Ensuring that anyone appointed by CCHS or the PFI contractor to undertake construction and maintenance work on the premises is competent to do so and that any construction work is carried out in accordance with the Construction, Design and Management (CDM) Regulations.
- Ensuring that a property consultant is used to assist with the appointment of a competent CDM co-ordinator before any notifiable construction or demolition work is undertaken on the site. (NB: This is to ensure construction work is carried out in accordance with the requirements of the Construction, Design and Management (CDM) Regulations. Notifiable projects are those likely to last more than 30 days or involve more than 500 person days of construction work).

Monitoring:

- Taking an active part in monitoring health and safety standards in the school, by requiring the principal to provide regular reports on health and safety performance to the LGB. Such reports should provide information on action taken in response to outcomes of:
- CCHS health and safety inspections, monitoring checks and incident investigations.
- Health and safety investigations and inspections carried out by enforcing bodies (e.g. HSE, Fire and Rescue Service, Environmental Health). Other serious incidents investigated by the principal or other members of staff.
- Any surveys carried out by CCHS, which provide data that relates to employee health, safety and wellbeing.
- Appointing a member of the LGB who understands the educational visits system and who will agree the higher risk visits (e.g. overseas, adventurous or residential).

7. Responsibilities - Educational Visits

CCHS undertakes educational visits and has appointed a member of the senior leadership team as an Educational Visits Co-ordinator (EVC) who has:

- sufficient and relevant experience in running visits;
- the competence to train and monitor others;
- the authority to agree or not to agree to visits.

Where CCHS has any part in organising events, trips or activities beyond CCHS's gate it recognises that it has a responsibility. CCHS's pastoral responsibilities cannot be delegated to other external providers.

CCHS has developed a policy on visits beyond CCHS's gate which includes:

- Emergency, accident and critical incidents planning.
- Supervision and staffing including competence, safeguarding and training. All those involved in any supervision for CCHS are subject to this policy.
- The visits system, including CCHS's approach to planning, informing, signing off and supporting visits.

The EVC responsibilities are:

Control

- Developing and implementing a school procedure for the training, support, planning, monitoring and approval of educational visits.

- Supporting the principal and members of the LGB as required with information, visits approval and other decisions.

Competence and Capability

- Ensuring training of visit leaders to plan and carry out visits. This will involve training on areas such as visit planning, group management, use of external providers, pre-visits risk management, safeguarding as well as identifying and organising specific training e.g. first aid. This must involve training on CCHS's visits policy, and must be updated as necessary.
- Assessing the competence of leaders and other adults proposed for a visit. This will commonly be done with reference to training, experience of the person, practical observation, accreditations from an awarding body as well as the EVC's opinion.
- Ensuring that DBS disclosures and safeguarding measures are in place as necessary in line with SET (this must include having a specific policy on volunteers).
- Ensuring their own competence is maintained through regular refresher training.
- Ensuring thorough understanding of the roles and responsibilities of the LGB, principal, visit leaders, employees and volunteers in relation to educational visits and CCHS's educational visits policy.
- Managing training of all those connected with visits, including having a deputy trained to take over as EVC in case of absence.
- Understanding when visits can be signed off by the EVC on "everyday risk" and when further advice is necessary.

Planning and Implementation

- Working with group leaders to obtain the consent or refusal of parents and to provide full details of the visit beforehand so that parents can consent or refuse consent on a fully informed basis.
- Ensuring visits are planned with reference to CCHS's inclusion practice and any SEN professionals.
- Overseeing the organisation (e.g. preparation, roles, providers, activity, and travel) as well as the risk management on each school visit.
- Overseeing the emergency arrangements and ensuring there is an experienced emergency contact for each visit.

Monitoring and Review

- Monitoring all aspects of the planning of visits to ensure they meet CCHS's requirements.
- Monitoring staff undertaking visits, and monitoring the visits themselves, as necessary.
- Understanding when it is necessary to seek clearance for some visits from the Chair of the LGB. This is likely to be when a visit is first proposed, before a financial commitment is made and for specific types of visits e.g. overseas expeditions.
- Keeping records of individual visit plans (a legal document), as well as reference material for CCHS, in addition to keeping records e.g. reports of health and safety incidents.
- Reviewing systems and, on occasion, monitoring practice.

8. Competent Health and Safety Advice

CCHS has appointed Essex County Council Risk Management Consultancy Services (RMCS) Health & Safety as their competent health and safety adviser. The service offered by RMCS Health & Safety includes:

- Access to standards, generic risk assessments and guidance through the Health & Safety pages of the Essex School's Infolink. These standards are based on legislation, industry standards and best practice and produced by competent health and safety advisers.
- Access to a telephone support desk for queries.
- Further support based on the level of service purchased by CCHS.

9. Health Protection

The Essex Health Protection Agency www.hpa.org.uk/essex gives advice on communicable diseases and infection control. In the first instance, refer to their guidance on Communicable Diseases in Schools or contact the School Nurse at your local NHS clinic.

HPA Contact Details: Tel: 0845 1550069 or e-mail EHPTInfo@essexhpa.nhs.uk

10. General Arrangements for Health and Safety

The detailed arrangements for implementing this policy are contained within health and safety standards, generic risk assessments and guidance on the health and safety pages of the Essex Schools Infolink (under Service Areas). These can be accessed via the Health and Safety *A to Z Managing Risks*, by selecting the appropriate letter. (NB: health and safety standards are kept on a secure part of the Infolink, so schools/academies will need a password to access them).

A brief summary of arrangements for managing health and safety is given below.

11. Local Arrangements within CCHS

Local arrangements have been implemented in CCHS covering:

- Employee health and safety competence and capability.
- Failures to comply with health and safety requirements through performance management and disciplinary processes.
- Fire and emergency evacuation (including fire risk assessment).
- First aid.
- Communication and consultation of health and safety.
- Reporting of health and safety incidents, hazards and concerns.
- Requirements to carry out risk assessments including for stress, VDU's, violence, lone working, manual handling, educational visits, one-off events and projects, curriculum activities and any other areas / activities where it has been identified that there are significant risks.
- Managing the risks to young people on work experience placements and risks to pregnant workers.
- Control of asbestos (including asbestos management plan) and legionella.
- Working at height.
- Statutory inspection and maintenance of work equipment, plant and service.
- Control of (health and safety vetting and monitoring) contractors.
- Monitoring compliance with and reviewing effectiveness of health and safety assessments and procedures.

12. Health and Safety Competence and Capability

Competence is the ability to do the job required to the necessary standard. It is not just training, but also experience of applying the skills and knowledge, which needs to be gained under adequate supervision.

CCHS considers health and safety competence requirements as an integral part of:

- Recruitment and Selection
- Employees changing role
- Induction
- Temporary employees, agency workers and volunteers
- Performance management
- Procedures when employees fail to perform on health and safety.

Performance management:

CCHS follows a nationally set performance management review system that is focused on improving teacher practice and student achievement. Health and safety is considered as part of the performance management process and where appropriate health and safety objectives are included.

In respect of the principal, account is taken of the results of health and safety monitoring, Ofsted reports and self-evaluation forms (SEFs). Where these show areas that need development, health and safety is included as a specific objective under Leadership.

Training (legal requirement):

There is a legal requirement to take account of an employee's health and safety capabilities when giving them tasks. More specifically there is a requirement to provide employees with adequate health and safety training on recruitment and on being exposed to new risks (for instance due to a change of job role).

CCHS ensures that employees are given access to training and development appropriate to their role and risks they are exposed to.

CCHS keeps a record of Health and Safety training undertaken by employees.

13. Communication

It is recognised that good communication systems are essential to ensure that everyone knows:

- about the health and safety arrangements within CCHS;
- about the risks associated with their work;
- what they need to do to protect themselves and others from harm; and
- how they can contribute to a safe Academy, by raising health and safety concerns.

CCHS ensures that health and safety information is communicated through the following ways:

- School Intranet
- Internal email alerts
- Meeting agendas
- Face to face meetings with relevant Line Managers
- Health and Safety notice board in staff room.

14. Health and Safety Consultation

Employees need to be involved in health and safety decisions that affect them and the risk assessment process. Consultation involves not only giving information to employees, but also listening to them and taking account of what employees say before making any health and safety decisions. The law requires that employees must be consulted before implementing changes that may affect their health and safety and with regard to risk assessments that cover their work activities.

Consultation within CCHS takes place through the following methods:

- In the first instance all employees can raise health and safety concerns directly with their line manager.
- All employees also have the right to raise health and safety concerns with a trade union appointed health and safety representative, who can take the matter up on their behalf.
- Ensuring health and safety is placed onto the agenda of senior leadership team meetings as any issue arise and they are then dealt with or referred up.

Trade Union Safety Representatives are employees, appointed by the trade union they belong to, to represent employees on health and safety. They can assist any employee who has a health and safety concern (not just those belonging to their Union). If CCHS has a union appointed safety representative, their details should be brought to the attention of employees by their inclusion in the Health and Safety arrangements notice.

15. Health and Safety Standards (Status)

How we do things safely is detailed in the health and safety standards, generic risk assessments and guidance on the Health and Safety pages of the Essex Schools Infolink. It is important that managers and employees follow these, as they are the way CCHS ensures it is meeting its legal obligations for health and safety. Your contract of employment (Conditions of Service) requires that you co-operate with CCHS by complying with its standards for health and safety. Failure to do so can result in disciplinary action. It may also expose CCHS, or individuals within CCHS to the risk of prosecution.

CCHS has arranged for employees to be able to access these standards through the following process:

- Health and Safety Folder on the staff Q Drive.
- Hard copies located in the staff room.
- Hard Copies in the Facilities Manager's Office.

16. Health and Safety Risk Assessments

Risk Assessment is a legal requirement. The health and safety standards, generic risk assessments and guidance were prepared following an assessment of the likely risks in the area to which they relate and in general form the basis of most routine risk assessments. However, as generic assessments they have limitations and it is the responsibility of the principal and all managers to ensure assessments are modified and extended to take account of local circumstances, or separate risk assessments produced for activities where one does not exist if there is a significant risk.

For all managers this includes:

- Ensuring controls detailed in standards and generic risk assessments are implemented in their area of control;
- Ensuring specific risk assessments are undertaken (e.g.: VDU, Stress, Manual Handling, curriculum activities) in their area of control;
- Undertaking risk assessments relating to hazards to which directly managed staff are exposed (this will include stress risk assessments).
- Ensuring risk assessments are carried out as part of the planning of new projects or initiatives that may have health and safety implications.

17. Health and Safety Monitoring and Auditing

CCHS has established the following systems to discharge its responsibility for health and safety monitoring in the establishment.

Audits: CCHS will ensure that a health and safety audit of the establishment is carried out at regular intervals by the PFI Contract SPV.

Internal Monitoring: CCHS ensures that the online health and safety electronic internal monitoring checklists, are available annually through the Health & Safety pages of the Essex Schools Infolink, are completed. The submission of these automatically generate actions plans which are reported to the LGB.

Health and Safety Incident Investigation: CCHS has an internal system for reporting incidents. The incident numbers and details are reviewed by CCHS's senior leadership team. A summary report is also presented to the LGB and serious incidents are reviewed by a senior member of staff and the findings reported to the LGB.

Other Monitoring:

There are systems in place within CCHS which ensure that the following monitoring is also carried out:

- Weekly detailed area inspections of the premises (all curriculum / work areas and general areas) by the PFI Contractor.
- Monitoring of contractor operations under CCHS's control.
- Routine checks on equipment and electrical, gas, mechanical and other services.
- Hazard reporting system which is reviewed at least termly by the **Facilities Manager** to assess the types of issues being identified and whether they are being dealt with effectively.

18. Health and Safety Performance Reporting and Review

The LGB and principal review the health and safety performance of CCHS at least annually. This takes the form of a health and safety performance report produced by the Facilities Manager which is presented to the LGB for review, comment and action and includes information and statistics on:

- CCHS health and safety inspections, monitoring checks and incident investigations.
- Health and safety investigations and inspections carried out by enforcing bodies (e.g. HSE, Fire and Rescue Service, Environmental Health).
- Any surveys carried out by CCHS, which provides data that relates to employee health, safety and wellbeing

19. Consequences of Non-Compliance with the School Health and Safety Policies and Standards

It is a requirement for all employees to fulfil their responsibilities as outlined in this policy. Where there is a failure to comply with the Policy, whether observed in routine activities or through established health and safety monitoring systems, an appropriate response is required to hold managers and employees to account and remedy the failure. A number of options are available depending on the severity of the circumstances:

- As part of the normal line management process.
- Through performance reviews.
- For serious breaches, through disciplinary action. If sufficiently serious, this could include dismissal for gross misconduct.

CCHS HR policies give full details on disciplinary and misconduct procedures.

20. Review and Revision

The LGB will ensure that this Health, Safety and Wellbeing Policy is reviewed annually and revised as necessary in the light of changes in circumstances and/or legislative requirements.

Appendix 1: Getting help on health and safety

ECC Contacts	Name(s)	Contact No. / email
Risk Management Consultancy Service – Health & Safety	Support Desk	Tel: 01245 434476 RMCS@essex.gov.uk
Health and Safety Champion for schools	Keren Prior	Tel: 01245 434031
Work-life balance / well-being	Keren Prior	Tel. 01245 434031
Asbestos / legionella / contractor management advice	Refer to property handbook	
Educational Visits Adviser	Educational Visits Team	Tel: 01245 430942 Educational.visits@essex.gov.uk
ECC Counselling Service (Confidential service)	Occupational Health Centre	Tel: 01245 434225
Other contacts		
School's Property Consultant	Pinnacle FM	
Occupational Health advice	Essex OH service	
Essex Health Protection Agency (Infection control advice):	0845 1550069 EHPTinfo@essexhpa.nhs.uk	

Appendix 2: How to raise a health & safety concern

