

# **Health and Safety Policy**

**Barham Primary School  
2025-2026**

**October 2021  
Revised October 2021  
Revised November 2023  
Revised June 2026**

# Barham Primary School

## Statement of Intent by the Chair of the Governing Body

The delegation of funding to schools has meant that although the local education authority (LEA) remains the employer and therefore ultimately responsible for health and safety, there are a number of areas for which the Governing Body has a delegated responsibility, and these are detailed in the Schools Health and Safety Policy.

As Chair of the Governing Body, I accept, on behalf of all of the Governors, responsibility for those areas detailed in the *Organisation* section of School Health and Safety Policy. I confirm that everything reasonably practicable will be done to protect the health, safety and welfare of staff, pupils, visitors, contractors and others who are affected by the undertakings of the School.


To help the Governors achieve this objective, the Head of School has the day-to-day responsibility for health and safety matters within their school. To this end the Head of School is also responsible for seeing that the LEA's safety guidance, the Council's Corporate Health and Safety Policy and other relevant guidance are properly implemented and enforced. In addition, any matters of concern are brought to the attention of the Governors as quickly as possible.

Copies of this policy statement will be made available to all members of staff and displayed on staff notice boards.

Copies of relevant guidance and other health and safety information will be made available to all members of staff as required.

**Name: Daksha Thanki**

**Signed:**



**Chair of the Governing Body (Barham Primary School)**

**Date: 5<sup>th</sup> June 2026**

# HEALTH AND SAFETY POLICY

## Barham Primary School

### **PART 1. STATEMENT OF INTENT**

The Governing Body of **Barham Primary School** will strive to achieve the highest standards of health, safety and welfare consistent with their responsibilities under the Health and Safety at Work etc. Act 1974 and other statutory and common-law duties.

This statement sets out how these duties will be conducted and includes a description of the school's organisation and arrangements for dealing with different areas of risk. Details of how these areas of risk will be addressed are given in the arrangements section.

This policy will be brought to the attention of, all members of staff. **A reference copy is kept in site school office and on the school website policies page.**

### **Teachers/Site Issues/Health and Safety/Policy Review**

This policy statement and the accompanying organisation and arrangements will be reviewed on a annual basis or earlier if required culminating in an Annual Health & Safety Report. This policy will ensure the allocation of adequate resources (including time, effort, training and money) to safety, health and wellbeing.

This policy statement supplements:

**Brent Council Health and Safety Policy.**

**Safeguarding Policy**

**Behaviour/Anti-Bullying Policy**

**Educational Visits Policy**

**Physical Education Guidelines**

**Science Guidelines**

**Art and Design Guidelines**

**Acceptable Use Policy**

**E-Safety**

**Staff Code of Conduct**

**Whistle Blowing Policy**

## **PART 2. ORGANISATION**

As the employer the LA has overall responsibility for Health and Safety in Community and Voluntary Controlled Schools.

**At a school level duties and responsibilities have been assigned to staff and governors as detailed below (more detailed responsibilities are available in Appendix C).**

### **Responsibilities of the Governing Body**

The Governing Body are responsible for ensuring health and safety management systems are in place and effective.

As a minimum these systems should adhere to the LA's health and safety policy, procedures and standards.

A **Health & Safety Governor**, *currently held by the chair of governors* has been appointed to receive relevant information, monitor the implementation of policies and procedures and to feedback health and safety issues and identified actions to the Governing Body.

The Governing body will receive regular reports from the Executive Headteacher or other nominated member of staff in order to enable them to provide and prioritise resources for health and safety issues.

The Governing body are required by Law to have access to competent health and safety advice

As a LA Community School, the Barham School Governing Body will seek specialist advice on health and safety which the establishment may not feel competent to deal with from Council Corporate Health & Safety Team 020 8937 5438

### **Responsibilities of the Head of School**

Overall responsibility for the day to day management of health and safety in accordance with the LA's health and safety policy and procedures rests with the Head of School.

The Head of School has responsibility for:

- Co-operating with the LA and Governing Body to enable health and safety policy and procedures to be implemented and complied with.
- Communicating the policy and other appropriate health and safety information to all relevant people including contractors.
- Ensuring effective arrangements are in place to pro-actively manage health and safety by conducting and reviewing inspections and risk assessments and implementing required actions.
- Reporting to the Governing body on health and safety performance and any safety concerns/ issues, which may need to be addressed by the allocation of funds.
- Ensuring that the premises, plant and equipment are maintained in a safe and serviceable condition.

- Reporting to the LA any significant risks which cannot be rectified within the establishment's budget.
- Ensuring all staff are competent to carry out their roles and are provided with adequate information, instruction and training.
- Ensuring consultation arrangements are in place for staff and their trade union representatives (where appointed) and recognising the right of trade unions in the workplace to require a health and safety committee to be set up.
- Monitoring purchasing and contracting procedures to ensure health and safety is included in specifications & contract conditions.

**Whilst overall responsibility for health and safety cannot be delegated the Executive Head Teacher may choose to delegate certain tasks to other members of staff.**

The task of overseeing health and safety on the site has been jointly delegated to the **Head of School** to the **Facilities Manager**.

Within departments this task is further delegated to the relevant Associate Headteacher and the relevant Curriculum leader or service area team leader.

**Responsibilities of other staff holding posts of special responsibility**

- Apply the school's health and safety policy to their own department or area of work.
- Ensure staff under their control are aware of and follow relevant published health and safety guidance (from sources such as CLEAPSS, AfPE etc.)
- Ensure health and safety risk assessments are undertaken for the activities for which they are responsible and that identified control measures are implemented.
- Ensure that appropriate safe working procedures are brought to the attention of all staff under their control.
- Take appropriate action on health, safety and welfare issues referred to them, informing the Head or individual with delegated authority of any problems they are unable to resolve within the resources available to them.
- Carry out regular inspections of their areas of responsibility and report / record these inspections.
- Ensure the provision of sufficient information, instruction, training and supervision to enable staff and pupils to avoid hazards and contribute positively to their own health and safety.
- Ensure that all accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated.

The scheme of delegation of Health and safety responsibilities is set out in the table below:

<b>Area of Responsibility</b>	<b>Person responsible</b>	<b>Deputy and/or assist</b>	<b>Risk management, Inspection/ Training, other</b>
<b>Whole school H&amp;S Management</b>	<b>Executive Head Teacher</b>	Head Of School	
Safe Systems of working	Head Of School	Deputy Heads Facilities Manager	Risk Management, recording, fault reporting, improvement planning
Accident and incident reporting	Head Of School Facilities Manager	Deputy Heads	Risk Management, recording, reporting
Premises General	Head Of School	Facilities Manager	Statutory Maintenance and inspection

			programme, Risk Management, recording, fault reporting, improvement planning
Portable Electrical Equipment	Facilities Manager	ITC Manager Site Staff	Pre-use checks, fault reporting, Annual PAT testing
Building and Grounds maintenance Equipment	Facilities Manager	Site Staff	Pre-use checks, fault reporting
Cleaning equipment	Facilities Manager	Cleaning Site Staff	Pre-use checks, fault reporting
Ladders and access platforms/ equipment	Facilities Manager	Site Staff Classroom Staff	Pre-use checks, fault reporting
Hall. Staging, Seating, tables folding wall PE FFE	Facilities Manager	Site Staff Classroom Staff	Pre-use checks, fault reporting
Handling hazardous substances	Facilities Manager Kitchen Manager Aspens – Catering Contractor	Site staff Kitchen Team Cleaning team	Risk management in use
Fire Drills and other Fire safety training	Head Of School Deputy Heads	Site staff Fire wardens	Recording and reporting
Routine Fire Safety tests and inspections	Facilities Manager Site Staff		Routine checks, fault reporting
First Aid and welfare	Head Of School	Welfare Office Cover staff	First aid cover, recording and reporting
Use of Personal protective equipment	Facilities Manager Kitchen Manager	Assistant Caretaker Cleaner in charge Kitchen Staff	Risk management, peruse checks, fault reporting safe working
Housekeeping and defect reporting	Facilities Manager Site team	All Staff	Risk management, peruse checks, fault reporting safe working
Playgrounds and fixed play equipment	Sovereign – annual check	Site Team	Risk management, pre use checks, fault reporting safe working
Manual Handling arrangements	Head Of School Facilities Manager	All Staff	Risk management, peruse checks, fault reporting safe working
Vehicles	No Vehicles currently owned/used by Barham Primary		
Loan Working	Head Of School	Facilities Manager	Risk management, safe working
Kitchen operations and fixed and portable equipment	Kitchen Manager Aspens Catering Contractor	Facilities Manager	Risk management, peruse checks, fault reporting safe working
Use of Display Screen Equipment	ITC manager	ITC Manager Office Manager SLT Staff	Risk management, peruse checks, fault reporting safe working and use
Educational Visits/ off site activities	Educational Visit Lead Head Of School	Deputy Head Teachers	Risk Management, Travel Plans

Training	Head Of School Deputy Heads	Barham HR Manager	Legal Compliance Best practice
PE and Equipment indoors and outdoors fixed and portable apparatus	Annual checks  Daily /weekly	Outsourced Sports Provision Facilities Manager	Risk management, peruse checks, fault reporting safe working
Science equipment. Materials and substances		Science Curriculum Lead	Risk management, peruse checks, fault reporting safe working
Art and design equipment. Materials and substances		Art Curriculum Lead	Risk management, peruse checks, fault reporting safe working
Early Years equipment, toys, materials and other		Nursery and reception teaching staff	Risk management, peruse checks, fault reporting safe working

### **Responsibilities of employees**

Under the Health and Safety at Work Act etc. 1974 all employees have general health and safety responsibilities. All employees are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions.

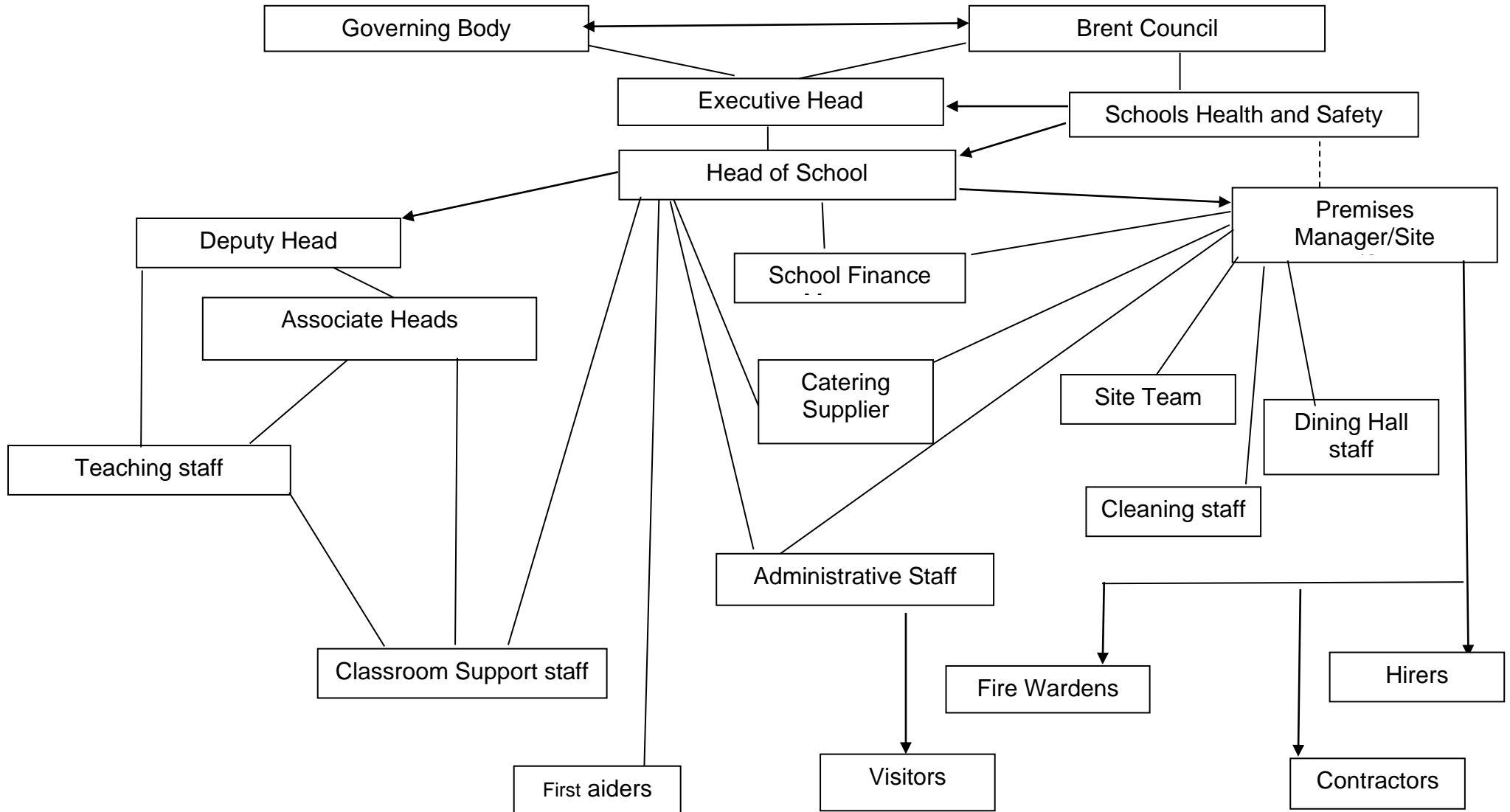
All employees have responsibility to:

- Take reasonable care for the health and safety of themselves and others in undertaking their work.
- Comply with the school's health and safety policy and procedures at all times.
- Report all accidents and incidents in line with the reporting procedure.
- Co-operate with school management on all matters relating to health and safety.
- Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare.
- Report all defects in condition of premises or equipment and any health and safety concerns immediately to their line manager.
- Ensure that they only use equipment or machinery that they are competent / have been trained to use.
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons.

### **PART 3. ARRANGEMENTS**

1. Accident/Incident Recording Reporting
2. Asbestos Management
3. Children/Adults with Additional Needs
4. Consulting Employees on Health and Safety
5. Contractor Selection and Management
6. Control of Hazardous Explosive Dangerous Substances
7. Design and Technology
8. Display Screen Equipment (DSE)
9. Educational/Recreational Visits
10. Electrical Safety
11. Finger Entrapment
12. Fire Evacuation and Other Emergency Arrangements
13. Fire Work Displays
14. First Aid and Medication
15. Fixed Play Equipment
16. Gas Safety
17. Health and Safety Policy
18. Health and Safety Monitoring, Audit and Inspection
19. Infection Control
20. Instruction, Information, Training & Supervision
21. Lifting and Handling
22. Lone Working
23. Noise at Work
24. Occupational Health
25. Partnership Working (Letting & Renting Premise)
26. Personal Protective Equipment (PPE)
27. Physical Education and sport
28. Premise Management
29. Premises Work Equipment (including Lifting Equipment & Operations)
30. Provision of Information
31. Risk Assessment
32. Slips, Trips and Falls
33. Smoking on School Premise
34. Stress/Wellbeing
35. Vehicles
36. Vibration at Work
37. Violence at Work
38. Water Management - Legionella
39. Work Experience
40. Working at Height

**Appendix A – BARHAM PRIMARY SCHOOL ORGANISATIONAL STRUCTURE FOR HEALTH AND SAFETY**



## 1. ACCIDENT/INCIDENT REPORTING PROCEDURE

### Accidents to Employees

Where the LA is the employer then **all** employee accidents, no matter how minor, must be recorded on the councils online accident recording system [Brent Accident and Incident Recording System](#)

### Accidents to Pupils and other non-employees (members of public / visitors etc.)

A local accident book **is located in the site Welfare office** is used to record all minor incidents to non-employees, more significant incidents as detailed below must be recorded on the online accident reporting system:

- Major (Significant) injuries.
- Accidents where significant first aid treatment has been provided.
- Accidents which result in the injured person being taken from the scene of the accident directly to hospital.
- Accidents resulting in the injured person being absent from work for more than 3 and 7 consecutive days (including weekends and holidays unless the person would have been able to return sooner).
- Accidents arising from premises / equipment defects.

All major incidents will be reported to the Head of School and the Council Corporate Health & Safety Team. Parents / carers will be notified immediately of all major injuries.

Accidents will be monitored for trends and a report made to the Governing Body as necessary.

The Head of School, or their nominee, will investigate accidents and take remedial steps to avoid similar instances recurring. Faulty equipment, systems of work etc, must be reported and attended to as soon as possible.

### Reporting to the Health and Safety Executive (HSE)

Accident/incidents will be reported to the HSE by the Health and Safety Competent Person within the Council Corporate Health and Safety Team

Accidents, violent incidents and near misses / dangerous occurrences will be recorded on the council system within set timescales. This is to enable the Corporate Health and Safety Team time to meet the statutory requirements under Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR):

- The death of any person - All deaths to workers and non-workers, with the exception of suicides, must be reported if they arise from a work-related accident, including an act of physical violence to a worker. The Council must be informed immediately by phone as soon as possible after the event occurring or the school becoming aware of the incident (whichever is sooner). Recording on the system will occur as soon as practicable post incident.
- All Accidents, violent incidents and near misses / dangerous occurrences - these will be recorded on the system within 48 hours of the event occurring or the school becoming aware of the incident (whichever is sooner), EXCEPT
- Over seven-day incapacitation of a worker incidents - these need to be recorded on the system on the eight consecutive day of the absence/next working day (whichever is sooner) after the event occurring

- Over three-day incapacitation of a worker incidents - these need to be recorded on the system on the fourth consecutive day of the absence/next working day (whichever is sooner) after the event occurring

## 2. ASBESTOS MANAGEMENT

An asbestos survey, register and management plan is in place for the school in accordance with the Asbestos Arrangement. The school's most recent asbestos management survey was conducted on:

**Main Site:** Last Inspection Survey Report Dated 17<sup>th</sup> Jan 2023.

The school's asbestos log (including school plans, asbestos survey data and site-specific management plan) is held in the School Site Office.

The Head of School will ensure that all school staff (including those such as catering and cleaning staff who may be employed by others) are made aware of the location of asbestos containing materials (ACM) within their work areas.

Under no circumstances must staff drill or affix anything to walls without first obtaining approval from school's asbestos authorising officers as below (Even stapling / pushing a drawing pin into ACM may result in the release of fibres into the air.)

Any damage to materials known or suspected to contain asbestos must be reported to **Executive Head or Head of School** who will contact the Competent Schools Health & Safety Adviser.

**The school's asbestos authorising officers are:**

- **J Thakore** Head of School (UKATA Exp 22<sup>nd</sup> Nov 2026)
- **P Haines** Facilities Manager (UKATA Refresh Exp 21<sup>st</sup> Nov 2026)
- **G Nutton** Executive Head teacher (UKATA Exp 18<sup>th</sup> Jan 2026)

Prior to any work commencing on the fabric of the building or fixed equipment (e.g. boilers, kilns, plumbing, decorating, electrical works etc.), either by contractors or school staff, one of the asbestos authorising officers **must** check the asbestos log and establish whether permission to work can be given.

The Head of School / asbestos authorising officers shall ensure:

- That the asbestos log is consulted at the earliest possible opportunity and that all work affecting the fabric of the building or fixed equipment is entered in the permission to work log and signed by those undertaking the work.
- A visual inspection of asbestos containing materials remaining on site is conducted on a periodic basis and recorded (legal requirement to do so annually as a minimum).
- The limitations of the management survey and areas of the building that have not been surveyed are understood and considered as part of the permission to work process e.g. areas above 3m in height, within ceiling voids (where panels / tiles are fixed), floor voids and ducts etc.
- All records pertaining to asbestos are effectively maintained and retained (legal requirement to do so for a period of 40 years)
- The school's asbestos management plan is kept up to date and that any asbestos works (removal, new project specific surveys etc.) carried out by approved asbestos contractor and recorded.

- The condition of the asbestos will be reviewed by a Component Asbestos Surveyor at least annually for signs of damage or deterioration and records kept. Any concerns, damage or deterioration should be reported immediately to the Councils Asbestos Duty Holder and Health & Safety Competent person.

### **3. Children/Adults with Additional Needs**

People may have temporary needs following an operation, a broken leg/arm or permanent needs if they have learning difficulties. In such instances the school will undertake an individual risk assessment of that person(s). For pupils this will be the class teacher and school SENCO, for staff this will be their line manager and Head of School. The school already has risk assessments in place to manage risks associated with the school's activities. If a review of the relevant risk assessment(s) from the perspective of a person(s) with needs identifies additional risks and control measures not previously considered and these will be added into the risk assessment as accordingly. It is a common-sense approach that enables, empowers the management of risk as opposed to prohibiting. For children this can form part of their Health Care Plan. For a member of staff this would be added to their Personnel File.

Where the needs prevent persons evacuating the building unaided in an emergency then a Personal Emergency Evacuation Plan (PEEP) is completed in partnership with the person with needs and/or their parent/carer/guardian as appropriate.

For further guidance Health & Safety Arrangement People with Additional Needs

Employers must ensure that all employees are provided with adequate health and safety training when they start work. Ongoing training must also be provided in response to changes, such as:

- Meeting the needs of new pupils
- The identification of additional risks
- The use of new or modified equipment and/or
- New job responsibilities
- A change in the needs of existing pupils leading to a change in the way that risks arising from their needs are managed

Monitoring and review of procedures helps highlight when training is required and also the relevance of the training, e.g. how much the training relates to the job.

### **4. Consulting Employees on Health and Safety**

Staff are consulted on Health and Safety matters through regular bi-weekly Staff Meetings and termly Staff Consultation meetings.

The School Governing Body meets at least termly to discuss health, safety and welfare issues affecting staff, pupils or visitors.

Action points from the meetings are brought forward for review by the school management. The minutes of any meeting are made available to staff by shared folder

The Employee/Trade Union appointed Safety Representative is:  
Barham Primary currently has a Named Trade Union appointed Safety Representative. Their details can be requested from the school.

## 5. Contractor Selection and Management

All contractors used by the school shall ensure compliance with relevant health and safety legislation, guidance and good practice.

For establishments where the Council is the employer and work funded by the Council, then contractors must be SSIP (Safety Systems in Procurement) or CHAS approved (Contractor Health and Safety Accreditation Scheme)]

All contractors must report to school reception office where they will be asked to sign the visitor's book and wear an identification badge. Contractors will be issued with guidance on emergency procedures, relevant risks, and local management arrangements.

**Premises manager and other site staff** are responsible for monitoring areas where the contractor's work may directly affect staff and pupils and checking whether expected controls are in place, working effectively and stop any unsafe acts.

### School managed projects

Where the school undertakes projects direct, the governing body are considered the 'client' and therefore have additional statutory obligations. Such projects are managed by **Head of School and the Premises Manager** who will ensure that landlord's consent has been obtained and, where applicable, all statutory approvals, such as planning permission and building regulations have been sought. This would include whether CDM<sup>1</sup> regulations will apply.

To ensure contractor competency the school uses either Council approved contractor or ensures its own competency checks are undertaken. Details can be found in Policy Contractors on Educational Establishments.

When considering the appointment of contractors outside of the Council approval list **The Executive Head** will undertake appropriate competency checks prior to engaging a contractor. Guidance is given in Contractors on Educational Establishments.

The school, contractor(s) and any subcontractor(s) involved will exchange relevant information regarding the work activities and agree the risk assessment and safe systems of work to be used prior to works commencing on site. Contractors will be asked to provide risk assessments and method statements specific to the site and works to be undertaken.

<sup>1</sup>CDM refers to the Construction (Design and Management) Regulations and applies to any building, demolition, maintenance or refurbishment work. Such projects are notifiable to the HSE where the work exceeds 30 days or involves more than 500 person days of work. In such instances it is recommended that an agent be used to work on the school's behalf.

## 6. Control of Hazardous Explosive Substances

This Arrangement merges the requirements of both the Dangerous Substance, Explosive Atmosphere Regulations 2002 (DSEAR) and Control of Substances Hazardous to Health Regulations 2002 (COSHH) to form Control of Hazardous Explosive Substances (CHEDS)

Where practical every attempt will be made to avoid, or choose the least harmful and/or explosive substance.

Within curriculum areas (particularly Science and Design & Technology) Subject leads / Co-ordinators are responsible for CHEDS and ensuring that an up-to-date inventory and model risk assessments contained in the relevant national publications are in place. (CLEAPSS, Association for Science Education's "Topics in Safety" etc.)

In all other areas the establishment's nominated person(s) responsible for substances hazardous to health are:

**For Site substances and processes: Premise Manager**

**For ICT/ technical substances and processes: ITC Manger**

**For Kitchen substances and processes: Aspens & School Cook**

**For educational resources and processes: Head of School, Associate Heads**

They shall ensure:

- An inventory of all hazardous and explosive substances used on site is compiled and regularly reviewed.
- Material safety data sheets are obtained from the relevant supplier for all such materials.
- If required, full CHEDS risk assessments are conducted and communicated to staff exposed to the product/substance.
- All chemicals are appropriately and securely stored out of the reach of unauthorised persons.
- All chemicals are kept in their original packaging and labelled (no decanting into unmarked containers).
- Suitable personal protective equipment (PPE) has been identified and available for use. PPE is to be provided free of charge where the need is identified as part of the risk assessment and staff/pupils given appropriate training in its safe use and disposal.

## 7. Design and Technology

**Barham Primary School** manages health and safety in the teaching of Design & Technology by ensuring that all equipment, including power tools and hand tools are:

- suitable for the intended use, used in accordance with the operation manual and health & safety requirements and are CE marked as appropriate;
- maintained and repaired in a safe condition (records of maintenance kept);
- not altered or adapted, it is considered to be safe by design and should comply with the regulations;
- checked, inspected, risk assessed and appropriate safe systems recorded and implemented before use;

- used by staff and pupils that have been trained in the safe use, wearing appropriate Personal Protective Equipment (records of maintenance be kept in accordance with the document safe system of work;
- supervised whilst being used by pupils;

## 8. Display Screen Equipment (DSE)

All staff who use computers daily, as a significant part of their normal work (*significant is taken to be continuous / near continuous spells of an hour or more at a time*) e.g. admin, office staff, senior management are identified as DSE Users.

Staff identified as DSE Users are entitled to an eyesight test for DSE use at least every two years by a qualified optician. The cost of the test (up to £25) will be met by the school. If deemed necessary by the optician that corrective glasses/appliances are required specifically for DSE use a contribution to these of £50 will be met by the school.

Advice on the use of DSE is available in Policy Display Screen Equipment/Visual Display Units. Users are required to complete a DSE self-assessment form and raise any issues with local line management at least every two years. Any unresolved issues are reviewed by a local DSE Assessor or Corporate Health and Safety Adviser/Competent Person/Ergonomist

The Legislation does not apply to pupils. When staff are not designated as Users, they will be encouraged to adopt the general good practices where practical. These good practices will be extended to pupils where practical.

## 9. Educational/Recreational Visits

The Council has adopted the Outdoor Education Advisory Panel's (OEAP) national guidance for learning outside the classroom and offsite visits. All offsite visits will be planned following this guidance and the Councils Educational & Recreational Visits Handbook, *There and Back Again*. The Handbook touches on every aspect of visits, without going into details and as such may be described as an important summary of the OEAP guidance. Detailed guidance is available <http://oeapng.info/>.

**Barham Primary School staff** must seek approval from the Executive Head/Head of School four weeks in advance of all residential, overseas and adventurous trips. Trips for the first time of a residential, overseas and adventurous activity are discussed with the LA Adviser for Outdoor Education. All relevant risk assessments, medical consent forms, participants' adventure code and names etc. are in accordance with the procedure.

The member of staff planning the trip will submit all relevant paperwork and risk assessments relating to the trip to the school's Educational Visits Co-ordinator(s). They will check the documentation and planning of the trip and if acceptable initially approve the visit before referring to the Head of School.

Staff are referred to the Education Visits Policy and Procedures statement.

## 10. Electrical Safety

All staff will conduct a visual inspection of plugs, cables and electrical equipment prior to use. Defective equipment will be reported to Site staff and removed from use.

All portable items of electrical equipment will be subject to formal inspection and testing (Portable Appliance Testing (PAT)) on an identified cycle (dependant upon the type of equipment and the environment it is used in). All earthed equipment (class 1) and cables attached to such equipment will be tested annually.

This inspection and testing has been conducted by **PAT Testing Solutions**

for site related equipment the site team are responsible and for ICT and technical support equipment the ICT Manager is responsible for keeping an up-to-date inventory of all relevant electrical appliances and for ensuring that all equipment is available for testing

Personal items of equipment (electrical or mechanical) will not be brought into Barham Primary School without prior authorisation and must be subjected to the same tests as Barham Primary School equipment.

A fixed electrical installation test (fixed wire test) will be conducted by an approved contractor at least every 5 years or more frequent if deemed necessary following the results of the last test.

## **11. Finger Entrapment**

The types of injuries that may result from door incidents range from crushing, bruising and fractures - in the most serious cases – to amputation; however, whatever the outcome, every finger trapping incident is likely to cause pain and distress to a child.

It is reasonably foreseeable that such incidents may occur where children visit. In terms of preventing finger trapping injuries from the hinge side of doors, finger guarding devices are widely available and relatively low-cost items that do not necessarily require specialist fitting. Where fitted to fire doors guidance should be sought from the supplier, manufacturer or fire specialist to ensure that the device does not affect the integrity or fire rating of the door.

Due to the vulnerability of young children and the potential severity and extent of any injuries they could sustain, as a minimum standard finger safety device will be fitted to protect the hinge side edge of classroom doors, toilet entrance doors and toilet cubicle doors serving the age range three to seven. For all other areas in the school that pupils frequent on a daily basis decision regarding door safety will be based on level of risk.

## **12. Fire Evacuation and Other Emergency Arrangements**

The Head of School is responsible for ensuring the school's fire risk assessment (FRA) is undertaken and implemented following guidance contained in the Fire Precautions in Educational Establishments. The FRA is located in the school's fire log book in the School reception office and will be reviewed on an annual basis by a competent person.

### **Emergency Procedures**

Fire and emergency evacuation procedures are detailed in the staff handbook.

Fire Safety notices include a plan of the building identifying the location of fire exits, fire extinguishers, service points etc. and posted in each classroom. These procedures will be reviewed at least annually and are made available to all staff as part of the school's

induction process.

Personal Emergency Evacuation Plans (PEEPs) will be prepared and reviewed for persons requiring assistance to evacuate the building in an emergency who regularly use the building i.e. staff, pupils, regular visitors. These can be combined with pupil's health care plan.

Evacuation procedures are communicated to all contractors and visitors and are required when signing in electronically that they have understood what to do in the event of the Fire alarm being activated and evacuate to the assembly point(s)

Emergency exits, fire alarm call points, assembly points etc. are clearly identified by safety signs and notices.

All other emergency procedures are detailed in the Critical Incident Plan.

### **Fire Drills**

- Fire drills will be undertaken termly and results recorded in the fire log book. A formal debrief will be undertaken and documented after the drill.

### **Fire Fighting**

- Staff must ensure the alarm is raised **BEFORE** attempting to tackle a fire.
- Staff are only advised to attempt to deal with a fire to aid their means of escape.
- The safe evacuation of persons is an absolute priority.

Staff should be made aware of the type and location of portable firefighting equipment and receive basic awareness in its correct use at induction.

### **Details of service isolation points (i.e. gas, water, electricity)**

These are clearly signed and relevant site staff are aware of the respective location.

### **Details of chemicals and flammable substances on site.**

Premises Manager will keep an inventory of these as appropriate, for consultation.

Premises Manager is responsible for ensuring that the school's fire log is kept up to date and that the following inspection / maintenance activities details of these are recorded in the fire log book located in School reception office.

### **FIRE ALARM SYSTEM**

Fire alarm call points will be tested weekly in rotation by **Site Team**. This will be undertaken whilst the school day is in operation.

Any defects on the system will be reported immediately to the alarm contractor / electrical engineer **Aylesbury Fire Systems Ltd** Tel: 01296 399994

A fire alarm maintenance contract is in place with Aylesbury Fire Systems Ltd and the system tested bi-annually by them.

### **FIRE FIGHTING EQUIPMENT**

Weekly in-house checks that all firefighting equipment remains available for use and operational. A record of checks is maintained.

Aylesbury Fire Systems Ltd undertakes an annual maintenance service of all firefighting equipment.  
Defective equipment or extinguishers that need recharging should be taken out of service

Name	Location	
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and reported direct to Aylesbury Fire Systems Ltd

### **EMERGENCY LIGHTING SYSTEMS**

These systems will be checked for operation on a monthly basis in house by **the Site team**. Annually a full discharge test and certification of the system will be undertaken by Aylesbury Fire Systems Ltd. A record of checks is maintained.

### **MEANS OF ESCAPE**

Daily checks are undertaken by **Site team** for any obstructions on exit routes and ensures all final exit doors are operational and available for use.

## **13. Fire Work Displays**

The **Barham Primary School** will take every precaution, to ensure that in the event of staging a Firework display that they are an enjoyable and safe occasions.

Barham Primary School Will adhere to the Council Arrangement "Safety at Fire Work Display". This gives advice on how to run an outdoor firework display safely.

Organising of the firework display will start as early as possible. One person will be appointed to be in overall control and have final responsibility for health and safety. Other individuals forming the fire work committee will share the work load. For example, one person could be responsible for ordering, storing and setting off the fireworks, and liaising with the local authority, fire brigade etc.; another person for site facilities and crowd safety; and so on.

Currently Barham Primary does not host, hire to events or take part in fire work displays

## **14. First Aid and Medication**

The school has assessed the need for first aid provision and identified the following staff to provide first aid (both on site and where required for trips/visits and extra-curricular activities)

**TRAINED TO *FIRST AID AT WORK* LEVEL (18 Hr): to be confirmed  
First Aiders**

Nyasha Bracket-Thomas	SLT Office	16 <sup>th</sup> October 26
Elisabeth Hicham	SLT Office	16 <sup>th</sup> October 26
Stephen Anti	SLT Office	16 <sup>th</sup> October 26
Shanta van Amstel	SLT Office	16 <sup>th</sup> October 26
Marion Prince	Welfare Office	16 <sup>th</sup> October 26
Margaret Narcisse	Welfare Office	16 <sup>th</sup> October 26
Vali Ranmal	School Kitchen	16 <sup>th</sup> October 26
Lorna Price		16 <sup>th</sup> October 26
Kalpna Shah	Year 6	16 <sup>th</sup> October 26
Manisha Rambhiya		16 <sup>th</sup> October 26
Wendy Tomlin	Year 3	16 <sup>th</sup> October 26

First aid qualifications remain valid for 3 years. The Head of School will ensure that refresher training is organised to maintain competence and that new persons are trained should first aiders leave.

#### **FIRST AID BOXES ARE LOCATED AT THE FOLLOWING POINTS:**

##### **Main Site**

- Welfare Office

The **Welfare Officer** is responsible for regularly checking (termly) that the contents of first aid boxes including travel kits/ are complete and replenished as necessary.

##### **Head Injuries:**

If a child or someone sustains a head injury, they are observed closely for the next 24 hours whilst at school. Outside school the parent/carer will receive a letter informing that the child has sustained a minor blow to the head and to observe the child closely for any unusual behavior and symptoms.

If a child has a minor head injury, they may cry or be distressed. This is normal, and with attention and reassurance most children settle down. However, seek medical assistance if your child continues to be distressed.

Minor head injuries are common in people of all ages and should not result in any permanent damage. The [symptoms of a minor head injury](#) are usually mild and short lived. Symptoms may include:

- a mild headache
- nausea (feeling sick)
- mild dizziness
- mild blurred vision

If a child experiences these mild symptoms after a knock, bump or blow to the head, they won't usually require any specific treatment. However, the school should ensure the child is taken to a local minor injuries unit or accident and emergency (A&E) department for a check-up.

### **Signs of a serious head injury**

If, following a knock to the head and any of the symptoms below are noticed, the child or person injured must seek immediate medical attention:

- unconsciousness, either briefly or for a longer period of time
- difficulty staying awake or still being sleepy several hours after the injury
- clear fluid leaking from the nose or ears (this could be cerebrospinal fluid, which normally surrounds the brain)
- bleeding from one or both ears
- bruising behind one or both ears
- any sign of skull damage or a penetrating head injury
- difficulty speaking, such as slurred speech
- difficulty understanding what people say
- reading or writing problems
- balance problems or difficulty walking
- loss of power or sensation in part of the body, such as weakness or loss of feeling in an arm or leg
- general weakness
- vision problems, such as significantly blurred or double vision
- having a seizure or fit (when your body suddenly moves uncontrollably)
- memory loss (amnesia), such as not being able to remember what happened before or after the injury
- a persistent headache
- vomiting since the injury
- irritability or unusual behaviour

If any of these symptoms are present, particularly a loss of consciousness (even if only for a short period of time), go immediately to your local A&E department or call 999 and ask for an ambulance.

**Transport to hospital:** Where a first aider considers it necessary, the injured person will be sent directly to hospital (normally by ambulance). Parents / carers will be notified immediately of all major injuries to pupils.

No casualty will be allowed to travel to hospital unaccompanied and an accompanying adult(s) will be designated in situations where the parents/carers cannot be contacted in time.

Where there is any doubt about the appropriate course of action, the first aider will consult with the NHS helpline (111) and, in the case of pupil with the parents/carers.

### **Administration of medicines**

All medication will be administered to pupils in accordance with the [Supporting pupils at school with medical conditions](#). Detailed arrangements are provided in a separate policy.

No member of staff will administer any medication unless a request form has been completed by the parent / carer.

**The Welfare Officer**, is responsible for accepting medication and checking all relevant information has been provided by parents / carers prior to administering. Records of administration will be kept by the Welfare Officer

All non-emergency medication kept in school is securely stored in a lockable cupboard in Welfare office(s) and refrigerated meds kept in clearly labelled container within fridge with access strictly controlled. All pupils know how to access their medication.

Where children need to have immediate access to emergency medication i.e. asthma inhalers, epinephrine autoinjector i.e. epi-pen etc., it will be kept in the Welfare Office, and clearly labelled.

### **Health Care Plans**

Parents / carers are responsible for providing the school with up-to-date information regarding their child's health care needs and providing appropriate medication.

Individual health care plans are in place for those pupils with significant medical needs e.g. chronic or ongoing medical conditions such as diabetes, epilepsy, anaphylaxis etc. These plans will be completed at the beginning of the school year / when child enrolls / on diagnosis being communicated to the school and will be reviewed annually by the Welfare Officer and SENCO

All staff are made aware of any relevant health care needs and copies of health care plans are available in the site Welfare Offices.

### **Where a PEEP or Personal Risk Assessment is required, this will be included as part of the Health Care Plan**

Staff will receive appropriate training related to health conditions of pupils and adults and the administration of medicines by a health professional as appropriate.

## **15. Fixed Play Equipment**

External play equipment is only used when appropriately supervised. Each piece of fixed play equipment has its own risk assessment that details the level supervision required and forms part of the overall risk assessment for the playground. The playground risk assessment should include:

- **Accessible Play Field**
- **Fixed Play Equipment**
- **Infant playground**
- **The playground layout**
- **Hazards and activities associated with the playground e.g. nature trail, playing football and type of ball used etc.**
- **The type, level and duration of activities undertaken**
- **Time of year and weather conditions**
- **The experience and competence of staff/teachers/meal time supervisors etc. Particularly their roles and responsibilities with regard to daytime duties.**

Physical Education and Play equipment is subject to an annual inspection<sup>1</sup> by **Sovereign play and Olympic gymnasiums ltd** accordance with the Arrangement Fixed Equipment in Playgrounds.

Where Inflatable play equipment is in use these shall be thoroughly inspected<sup>2</sup> annually or at least once in every 14 months by a registered inspection body. Evidence that these checks have been undertaken will be obtained.

<sup>1</sup> Annual Inspection – should be undertaken by an impartial qualified inspector from an outside organisation (ideally should not be from the installer/maintainer of the equipment to assure impartiality).

For Play Equipment an inspector must be a certified Register of Play Inspectors International (RPII) Inspector to undertake the annual inspection. Details of these can be found at <http://www.playinspectors.com/>

<sup>2</sup> HSE supports inspection schemes, namely [ADIPS](#) and [PIPA](#). Under the PIPA scheme inflatable are tested before use and annually thereafter. They will be tagged, and the operator will be able to produce a certificate containing information relating to the test.

## 16. Gas Safety

The commissioning of gas installations and/or the use of gas equipment must be included in a generic risk assessment on gas safety.

This is to identify and address hazards and risks associated with equipment, its location, its users and the level of its use. Control measures, based on the risk assessment, must be established to reduce health and injury risks. The main hazards associated with gas are fire, explosion, and Carbon Monoxide poisoning, and these should be considered when undertaking workplace risk assessments.

All persons working on gas installations and appliances are registered with *Gas Safe Register*. A formal contractor vetting and monitoring process has been undertaken by the Barham Primary School on the appointed engineer. The engineer will provide a current ID card prior to commencing work as evidence of being competent to undertake the works required. The card will show a photo, business registration number, company name, start and expiry day and a security hologram.

There is a programme of regular inspection, maintenance and repair by the approved gas contractor **HMS service ltd**. Any gas appliances (permanent or portable), and gas flues receive an annual gas safety check. The issued Gas Safety Certificate is retained in Buildings Maintenance and Safety File held in Site Office and all records kept and maintained.

## 17. Health and Safety Policy

The school will review this health & safety policy to comply with statutory requirements which builds on the Council's Safety Policy. Areas that will need to be addressed in such a policy include:

- Any specific aims and objectives of the school – Statement of Intent signed by the employer
- The means of organising within the school – Organisational arrangements for health & safety, basically who does what and when
- Any arrangements specific to the schools' activities – Often referred to as planning (identifying the hazards and risk associated with the establishments activities) and implementing (control measure to manage and reduce the risk to prevent harm/injury)

- The means of monitoring within the school to ensure the standards set are being achieved – The monitoring that the school carries out to ensure that control measures are in place, that they are effective, practical and that the school is compliant with Statutory requirement and Council policy

The Health and Safety Arrangement *Educational Establishment Health & Safety Policy* provides a model which can be tailored to the requirement of individual settings.

On completion, the safety policy is signed and dated by the employer or equivalent, e.g. Chair of Governors and Headteacher, and publicised to all employees.

## 18. Health and Safety Monitoring, Audit and Inspection

A general inspection of the site will be conducted on a **termly** basis and be undertaken by The Head of School or Nominated member of the SLT Team, Premises Manager. The name governor will be invited to take part in the inspection.

Inspections of individual departments will be carried out by Associate Headteachers of Year groups or nominated staff.

In both cases the person(s) undertaking inspection will complete a short report in writing and submit this to the Head of School. The Head of School will be responsible for following up items detailed in the safety inspection report and will determine the actions to be prioritised or otherwise.

A named governor will be involved / undertake an audit of the school's health and safety management systems on an annual basis and report back to both the relevant sub-committee and full governing body meetings.

### Named Governor is as of 01.09.2025: TBC

Periodically the Corporate Health & Safety Team will carry out an audit and/or inspection of **Barham Primary School** on behalf of the Council, as it deems appropriate, as part of its programme to ensure compliance with the Council's and Legal obligations.

Inspections will be conducted jointly with the establishment's health and safety representative(s) where possible.

<sup>1</sup> Cycle time for formal documented site inspection should be based upon risk, larger schools and/or those with higher risks should be undertaken termly.

<sup>2</sup> Ideally this should involve a member of the school governors who have health & safety responsibility

## 19. Infection Control

To promote good health and to prevent the spread of infection, the school will ensure that the following good practices are followed in line with Public Health England document *Guidance on infection control in schools and other childcare settings, September 2014 (version 2)*

### Routine immunisation

Guidance should be consulted on immunisation from *Guidance on infection control in schools and other childcare settings* and the Council Infection Control Arrangement. All staff will undergo a full occupational health check before starting employment; this

includes ensuring they are up to date with their immunisations. A risk assessment approach is adopted to identify staff at risk and where appropriate those members of staff are offered immunisation. If staff choose not to take up this offer, then alternative control measure need to be proposed and implemented.

### **Personal Hygiene**

- Hands washed after using the toilet.
- A box of tissues is available and children are encouraged to blow and wipe their noses when necessary. Soiled tissues are disposed of hygienically.
- Children are encouraged to shield their mouths when coughing.
- Hygiene rules related to bodily fluids are followed with particular care by all staff and volunteers.

### **Children in Nappies**

- We will endeavour to meet the needs of all children. If necessary, younger children will have nappies changed. For older children accessible toilet facilities are available.
- All staff have enhanced DBS clearance and may change nappies.
- Nappies, disposal bags and any cleaning agents or creams will be provided by parents.
- Staff will wear disposable gloves and aprons when dealing with an incident and/or soiled nappies.
- Soiled nappies will be double wrapped and placed in a hygienic disposal unit and collected by a waste contractor
- The changing area and mat will be cleaned after each use, and hands washed.

### **Clean environment**

- All surfaces are cleaned daily in accordance with the daily cleaning scheduled by the cleaning staff. A deep clean will be undertaken annually.
- Any spills of blood or vomit are wiped up and disposed of using a Body Fluids Disposal Kit located in the Welfare Office and site office.
- Excrement will be flushed down the toilet.
- Disposable gloves and aprons are always used when cleaning up spills of body fluids. Floors and other affected surfaces are disinfected using chlorine or iodine bleach diluted according to the manufacturer's instructions [the use of bleach in schools is not forbidden].
- Fabrics contaminated with body fluids are thoroughly washed in hot water.
- Spare laundered pants, and other clothing, are available in case of accidents and polythene bags are available in which to wrap soiled garments. Children are encouraged to change and clean themselves.

## **20. Instruction, Information, Training & Supervision**

Where the Council is the employer, it will normally inform and instruct its schools on health and safety by the issuing of Local Arrangement and Health & Safety Bulletins/Circulars. However, urgent or individual information/instruction may be given by memorandum, e-mail, letter, text or verbally.

Arrangement and safety Bulletins/Circulars are made available to Brent schools directly to Headteachers.

Copies will be made accessible to staff from Barham Primary School.

The Head of School, Managers and supervisors who are required to implement them, must bring them to the attention of all relevant people in Barham Primary School including the governing body, through staff and team meetings, staff email and daily bulletin.

The Governing Body ensures that the Barham Primary School Safety Policies outline the arrangements for informing and instructing members of staff and others.

## **Training**

To comply with health and safety law **Barham Primary School** will ensure that its staff, agency workers, volunteers and pupils receive appropriate training in order to undertake tasks competently and safely. Staff, agency workers, volunteers attend induction courses and other mandatory training as defined in the Council Health and Safety Training Matrix.

Pupils are instructed on the Action to be taken:

- In the event of an emergency evacuation following a fire, gas or bomb warning
- To call a first aider following an accident or illness
- On noticing an accident, hazard or unauthorised person in Barham Primary School grounds
- On the spilling of blood or body fluids and washing hands following a visit to the toilet

Instruction, information and training on curriculum health and safety issues are delivered during lessons by competent teaching staff and before any of the risks are incurred. Registers together with schemes of work and lesson plans act as a register.

Contractors and other persons visiting the premises are briefed and as necessary given written procedures to acquaint them with the schools Emergency Procedures.

Visitors who are not DBS checked are escorted during visits to Barham Primary School.

In the case of contractors, all these procedures should be included with any contract, works order or be issued at a pre-contract meeting.

The contractor is asked to provide a risk assessment and method statement that address all risk associated with the works and how they will be managed.

## **Supervision**

The Council monitors its establishments via inspections and audits. The Governing Body ensures that it has established systems for supervision. These systems are the Schools Safety Arrangements. Premises Controllers ensure staff are adequately supervised and that staff with *loco parentis* responsibilities, supervise pupils/pupils in their care.

## **21. Lifting and Handling**

Generic risk assessments for regular manual handling operations are undertaken and staff provided with information on safe moving and handling techniques.

**Staff should ensure they are not lifting heavy items and equipment unless they have received training and/or equipment in order to do so safely.**

All manual handling activities which present a significant risk to the health and safety of staff, will have a risk assessment conducted to ensure such risks are adequately

controlled. Where practical manual handling operations are avoided using engineering controls. A copy of this assessment will be provided to employees who must follow the instruction given when carrying out the task.

### **Paediatric Moving and Handling**

Staff are instructed not to lift or handle children. Any staff who may be required to move and handle pupils will have received appropriate training (both in general moving and handling people techniques and specific training on any lifting equipment, hoists, slings etc. they are required to use).

All moving and handling of pupils will be risk assessed and recorded by a competent member of staff.

Equipment for moving and handling people is subject to inspection on a 6 monthly basis by a competent contractor. Equipment for handling objects is inspected on an annual basis by a competent contractor.

## **22. Lone Working**

Staff are encouraged not to work alone in school. Work carried out unaccompanied or without immediate access to assistance should be risk assessed to determine if the activity is necessary.

Work involving potentially significant risks i.e. work at height or adjacent to swimming pool must not be undertaken whilst working alone.

Staff working outside of normal school hours must obtain permission of the Head of School or Deputy Head Teacher in the absence of the Head of School.

Where lone working cannot be avoided staff should ensure they have means to summon help in an emergency e.g. access to a telephone or mobile phone, etc.

### **Handling of Money and Banking**

On all occasions staff handling money for the purpose of banking must be accompanied by another member of staff. The Handling Money Risk Assessment outlines the specific control measures to be applied.

### **School staff responding to call outs**

Nominated key holders attending empty premises where there has been alarm activation should do so with a colleague if possible. They should not enter the premises unless they are sure it is safe to do so.

Where the presence of an intruder is suspected the member of staff in attendance must wait for the police to arrive and remove themselves to a safe location.

## **23. Noise at Work**

**Barham Primary School** has compiled an inventory of all work equipment and noise sources that exceed the noise Threshold Level of 80 dB(A). The noise level assessment is based upon manufacturer's guidance, industry best practice and measured noise values.

Where noise sources exceed 80 dB(A) they are reduced as low as reasonably practical using engineering controls, reducing the time of exposure and wearing suitable ear protection.

At noise levels exceeding 80 dB(A), staff are offered the option of ear protection. Above 85 dB(A) it is mandatory for ear protection to be worn; signage should be displayed indicating where ear protection is to be worn.

The Noise Regulations have been extended to the music and entertainment sector. The Regulations apply to employees where live music is played e.g. music lesson and/or recorded music is played e.g. school play, discotheque, sports day with school staff present.

Where possible noise levels are reduced to as low as reasonably practical by engineering controls, reduce time of exposure and use of PPE.

This does not apply to children and members of the public exposed to noise from the school activities. Where the school employ the use of external providers/contractors to undertake activities/deliver music it is their responsibility to comply with the Regulations.

## **24. Occupational Health**

### **Occupational health service is provided by Medigold.**

The function of occupational health services is to help keep Barham Primary School staff well and support them to get back to work quickly if they become ill. This can save the business money, increase productivity and improve the health and wellbeing of staff.

Examples of the types of services that can be delivered include:

- Absence Management - advice on any absenteeism and support employees to return to work as quickly as possible
- Rehabilitation - guide employees to treatment and support so that your employee can return to work quickly
- Risk assessments – identify any hazards, evaluate risk and identify/prioritise interventions and control measure to prevent occupational ill health
- Health surveillance - Ongoing checks to prevent health problems occurring and ensure employees are safe. Employees who are exposed to noise or vibration, ionising radiation, solvents, fumes, dusts, biological agents and other substances hazardous to health may be required to be checked by law.

Examples of the types of health surveillance include:

- Hearing testing
- Vision testing
- Hand and arm vibration
- Lung function testing
- Driver medical exam
- Alcohol/drug testing

Health promotion and wellbeing – promotes a healthy working environment and promote healthy behaviours amongst staff.

## 25. Partnership Working (Letting & Renting Premise)

Lettings are administered by **Premise Manager and the Finance Manager**.

Hiring of facilities or School equipment are in consultation with the Head of School.

Selection and appointment of contractors, service providers e.g. Sport coaches, Music instructors, Visual arts, the Subject Leader / Co-Ordinator manage Playgroups etc.

The Head of School and governing body will ensure that where services or activities are provided separately by another body on school premises, that assurance is obtained that the body concerned has appropriate policies and procedures in regard to safeguarding and child protection.

The Head of School and governing body will ensure that the terms of any contract for lettings such as to supplementary schools; theatre groups; sports activities; cubs and scouts etc., that will require the hirer to employ staff or use volunteers to work with, or provide services for children, regardless of whether they attend the school or not, requires the hirer to produce and implement appropriate safeguarding policies and procedures.

The Head of School and governing body will ensure the school monitors the hirer's compliance with said policies and procedures.

## 26. Personal Protective Equipment

The completion of risk assessment may identify additional control measures in the form of Personal Protective Equipment (PPE); this should be used as a last resort. This can include items such as head protection, hand protection, eye protection, foot protection, hearing protection, high-visibility clothing, inclement weather protection and safety harnesses. It also includes respiratory protective equipment (RPE). Where PPE is identified Barham Primary School will purchase the PPE for those required to use it and provide appropriate instruction, information, training and supervision in its safe use.

All PPE purchased is selected on the basis that it conforms to a recognised standard, it fits the user, it is fit for purpose and is compatible with existing PPE and clothing worn by the user. Staff that require the use of PPE on an individual basis are provided with a safe location to store it and maintain a record of user checks and maintenance.

Equipment restricted to those users who are authorised / have received specific training is listed and labelled accordingly and stored to prevent unauthorised use.

Further guidance is available in the Health & Safety Arrangement *Personal Protective Equipment*

## 27. Physical Education and Sport

The Law reasonably expects that an individual schools' *Code of safe practice in Physical Education* will reflect its own particular needs according to its programmes and premises, in addition to factors which it may have in common with other similar establishments.

An activity is judged to be safe in physical education and sport (PES) where the risks associated with the activity are deemed to be acceptably low.

It is the responsibility of all Barham Primary SLT and outsourced sports provision in physical education and sport to identify those risks and decide whether the level of risk is acceptable. They should do this through good teaching and management of a situation on a day-to-day basis.

The Barham Primary School will create and maintain a risk assessment for each PES work area to reduce the activity to an acceptably low level. Significant hazards and their control measures should also be included in *Schemes of Work* as appropriate.

All staff working in PES should be made aware of these findings and be involved in their review.

## **28. Premise Management**

Premise management relates to the management of a range of hazards in a buildings and grounds many of which relate to statutory requirements. Failure to comply could result in non-compliance, being served with enforcement Notices, prosecution, fine and imprisonment depending upon the severity and consequence of the failing.

High risk areas associated with premise include:

- Fire
- Asbestos
- Gas
- Electrical
- Legionella
- Hazardous Explosive Dangerous Substances
- Management of Contractors
- Violence/personal safety/building security

All the above risk areas have there own Health & Safety Arrangement

Additional risk areas to be considered:

- Premise Access
- Manhole covers
- Lightening Conductors
- Glass, Glazing and Windows
- Lifting & Lifting Equipment
- Electric Gates
- Trees

These are managed by the Premises Manager. All records are kept and maintained in the premise log/records kept in Main Site Office.

## **29. Premise Work Equipment (Including Lifting Equipment & Operations)**

All staff are required to report to **Premise Manager** any problems found with plant or equipment. Defective items will be clearly marked and taken out of service by storing in a secure location or rendering unusable pending repair / disposal and log in the schools Assets register

**The Premises Manager and ITC Manger is** responsible for identifying all plant and equipment in an equipment register and ensuring that any specific training or instruction needs, PPE requirements are identified and relevant risk assessments conducted where required.

Equipment restricted to those users who are authorised / have received specific training is detailed in the register.

### **Planned maintenance / inspection**

Regular inspection and testing of school plant and equipment is conducted to legislative requirements by competent contractors. Records of such monitoring will be kept in by **Premises Manager**.

Any equipment for moving and handling people is subject to inspection on a 6 monthly basis by a competent contractor.

Equipment for handling objects is inspected on an annual basis by a competent contractor.

### **Curriculum Areas**

**Associate Heads of Year and Subject Co-ordinators / leaders** are responsible for ensuring maintenance requirements for equipment in their areas are identified and implemented.

## **30. Provision of Information**

The school will comply with its legal duty under the *Health and Safety Information for Employees Regulations 1989* and display the *health and safety law poster* in a prominent position in school premises or provide each member of staff with a copy of the approved leaflet that outlines British health and safety law.

The Health and Safety Law poster (2009 version) is displayed in Staff Room and in the main school foyer.

The Council Health and Safety Team Tel: 0208 937 5438 provide competent health and safety advice for Community, Community Special and VC schools.

## **31. Risk Assessment**

### **General Risk Assessments**

The school will conduct and document risk assessments for all activities presenting a significant risk. These are co-ordinated by **Premises Manager** and **Head of school** and are approved by the Head of School.

Risk assessments are available for all staff to view

These assessments will be reviewed following any work activity changes, an accident/incident or at least annually

Staff will be made aware of any changes to risk assessments affecting their work.

## Individual Risk Assessments

Specific assessments relating to staff member(s) or pupil(s) are held on that individual's file and will be undertaken by the relevant line manager. Such risk assessments will be reviewed on a regular basis and certainly following any change.

It is the responsibility of all staff to inform their line manager of any medical conditions (including pregnancy) which may impact upon their work so that an individual risk assessment can be undertaken as required.

The Law requires that specific assessments are required for New and Expectant Mothers and Young Persons. Further guidance is available in Arrangement Management of Risk.

## Curriculum Activities

Risk assessments for curriculum activities will be carried out by **Curriculum Leaders** using the relevant codes of practice and model risk assessments detailed below.

Whenever a new course is adopted or developed all activities are checked against these and significant findings incorporated into texts in daily use **scheme of work, lesson plan syllabus etc.**

All LA schools have a subscription to CLEAPSS and their publications<sup>1</sup> are used as sources of model risk assessment within Science and Design and Technology.

In addition, the following publications are used within the school as sources of model risk assessments for **primary schools**

- *Be Safe!* Health and Safety in primary science and technology, 4th Edition ASE]
- [National Society for Education in Art & Design (NSEAD)  
<http://www.nsead.org/hsg/index.aspx> ]
- *Safe Practice in Physical Education and School Sport, 2012* Association of PE 'afPE'  
<http://www.afpe.org.uk/>

<sup>1</sup> CLEAPSS Science and Design & Technology publications or via [www.cleapss.org.uk](http://www.cleapss.org.uk)

## 32. Slips, Trips and Falls

Slips and trips occur across all education premises – whether a small primary school, a busy secondary school, a multi-site further education college, or the campus of a higher education institution. They provide a wide variety of facilities including educational, leisure and residential, open to employees, pupils and members of public at varying times of the day. Sites can be busy with large numbers of people moving around at the same time – often rushing.

**Barham Primary School** adopts the following simple practical ways to control slip and trip risks and prevent accidents on the premise. These include:

**Stop floors becoming contaminated** - use of entrance matting, leaks fixed from machinery or buildings, plant and equipment are maintained, tasks are designed to minimise spillages, pedestrian and vehicle routes are planned to avoid contaminated areas.

**Use the right cleaning methods** - cleaning methods used are appropriate and effective for the type of floor being cleaned, avoid creating more slip or trip risks during the cleaning

process, smooth floors are left dry after cleaning or pedestrian access is restricted until the floor is dry, spillages removed promptly with a Meal Time Supervisor given this task during lunch time, use of appropriate detergent mixed at the correct concentration. All chemical CHEDS assessed prior to use.

**Consider the flooring and work environment** - checks made for loose, damaged and worn flooring and replace as needed, floors that are likely to get wet or have spillages on them are of a type that do not become unduly slippery, adequate lighting on all walkways and slopes or steps are clearly visible, walkways and work areas are kept clear of obstructions and restrictions.

**Get the right footwear** – staff wear appropriate footwear for the tasks in hand which are suitable for the environment and for those who will be wearing it. Footwear supplied as personal protective equipment (PPE), it supplied free of charge to employees.

**People and organisational factors** – staff and pupils are encouraged to avoid rushing, overcrowding and using trailing cables.

### 33. Smoking on School Premise

Legislation banning smoking in enclosed workplaces and public places has been in force since 1 July 2007 as a consequence of the Health Act 2006. Barham Primary School is responsible for enforcing the Smoke Free legislation in all its premises, work vehicles and public premises. This means that smoking in all Barham Primary School buildings, land, and any vehicle owned or operated by Barham Primary School is not allowed. The ban includes smoking in car parks. This coincides with the Council's HR policy *Smoke Free Brent* enforcing the Smoke Free legislation.

Smoking includes being in possession of lit tobacco, other lit substances smoked and so includes pipes, cigars, water pipes, electronic cigarettes, vapes which can be smoked.

Smoking off premises is allowed during staff's lunch break or during other scheduled breaks that form a part of the member of staff normal working day. This is undertaken at a distance remote from the premise and public view in accordance with the Barham Primary School smoking policy/code of conduct.

### 34. Stress/Wellbeing

The Head of School and governing body are committed to promoting high levels of health and wellbeing and recognise the importance of work life balance and of identifying and reducing organisational and individual workplace stressors through a risk assessment approach based on the core elements of the HSE management standards; change, control, role, responsibility, and supervision.

Individual concerns and the monitoring staff workloads is undertaken through staff supervision. Staff are supported through performance management, mentoring, personal development plans and are encourage to raise concerns with their line Manager.

Where the need arises the school and employs professional counselling services to assist staff as necessary.

## 35. Swimming Pools

The Head of School will ensure that the pool is managed in accordance with the Arrangement *Health & Safety in Swimming Pools*.

Children's swimming abilities are assessed prior to the commencement of taught lessons. On the day of the lesson The *Swimming Teacher* is informed of any child specific issues particular at the point of handover. Any child with specific needs will have an individual risk assessment that constitutes part of their health care plan

### **Swimming Pool Activity at Third Party Premise: Vale Farm Sports Centre**

A risk assessment has been carried out by PE and Sport Subject lead for visits by the school to and from Vale Farm Sport Centre.

The Group Leader and supporting staff familiarise themselves with the swimming pool name. Normal Operating Procedures (NOP), Emergency Action Plans (EAP) and risk assessment for the Vale Farm Sports Centre swimming pool. The Pool Operator is required to provide this information as part of any service level agreement

The Head of School will ensure that teachers expected to undertake swimming teaching activities will have completed swimming teaching as part of their Initial Teacher Education (ITE) and have experience and confidence which is appropriate for the level of swimming instruction.

**NB** For pools deeper than 1.2M staff must have also completed appropriate specialist qualifications as identified in Arrangement *Health & safety in Swimming Pools* such as *ASA Level 2 Certificate in Teaching Aquatics*.

## 36. Vehicles

### **Vehicles on School Premises**

Vehicular access to the school is restricted to school staff and visitors only and not for general use by parents / guardians when bringing children to school or collecting them.

Access to the school must be kept clear for emergency vehicles.

The vehicle access gate must not normally be used for pedestrian access.

## 37. Vibration at Work

The risk of vibration in a school setting is considered low. The risk of harm from Hand-arm vibration (HAV) would be associated with staff frequently using equipment such as a leaf blower, grass strimmer, lawn mower, hedge trimmers, angle grinder, sander etc. It is also dependent upon on how long staff are exposed to vibration and at what level. In these circumstances the school will assess the risks to decide whether any further action is needed, and plan how to reduce the risk.

Barham Primary has compiled an inventory of all work equipment together with the product details, manufacturers quoted vibration levels and period and type of use. Once the relevant vibration data and exposure times are collected the School can use the HSE

HAV Exposure Calculator <http://www.hse.gov.uk/vibration/hav/vibrationcalc.htm> to assess effected staffs daily exposure or 'exposure points' to estimate daily exposure and decide on the steps to be taken to reduce the level of exposure.

### 38. Violence at Work

Barham Primary School believes that staff should not be expected to put themselves in danger and will not tolerate violent / threatening behaviour to its staff. An incidence of violent or threatening behaviour will be reported to school management and investigated to prevent a recurrence. Where relevant it will be recorded on the accident/incident reporting system.

Staff will report any such incidents to the Head of School. Barham Primary School will work in partnership with the LA and police as required where inappropriate behaviour / individual conduct compromises the school's aims in providing an environment in which the pupils and staff feel safe. Where pupils have specific issues, these will be managed in partnership with external agencies e.g. Council SEN Team, NHS Child and Adolescent Mental Health Services etc.

### 39. Water management – Legionella

The school complies with advice on the potential risks from legionella as identified in the Legionella Arrangement.

A water management risk assessment of the school has been completed by HMS who is responsible for ensuring that all risks associated with the water system are identified.

The management and control of the water system is undertaken by a competent contractor, **HMS** with the identified operational controls being conducted and recorded in the school's water log book. The two contractors may be independent of each other.

This risk assessment will be reviewed where significant changes have occurred to the water system and/ or building footprint.

The risks from legionella are mitigated by basic operational controls and thus the following checks are recorded.

- Water is heated and stored to 60° C at calorifiers (any vessel that generates heat within a mass of stored water)
- Weekly flushing of seldom used outlets and all showers with all outlets flushed after school holiday periods
- **Monthly temperature checks on sentinel outlets** (those nearest and furthest away from calorifier(s).
- **Quarterly disinfection / descaling of showers**
- **Stored cold water tanks are inspected for compliance and safety.**

### 40. Work Experience

Where those pupils in 16-19 education are involved in 'non-qualification' activities as part of their study programme e.g. work experience or other work-related learning, enterprise

activities, study visits, apprenticeships etc. then the student's school retains a duty of care for all pupils undertaking such activities.

Where Barham Primary School is host to a school placement, school staff shall co-operate with the responsible person for the placement and as far as practical ensure the placement adheres to such guidance and controls as may be agreed.

<sup>1</sup> In order to be deemed competent an individual should hold a suitable nationally accredited/recognised qualification(s). e.g. IOSH (The Institute of Occupational Safety and Health) Managing Safety qualification, Health and Safety for Work-placement Personnel course or HSS8 (Formerly ENTO Unit D) Review Health and Safety Procedures in Workplaces. In addition to having occupational competence, knowledge and understanding in relation to sector specific placements. Particularly in high risk placements such as construction, agriculture, equestrian, motor vehicle repair etc.

## 41. Working at Height

Working at height can present a significant risk, where such activities cannot be avoided a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees authorised to work at height.

When working at height (including accessing storage or putting up displays) appropriate stepladders or kick stools are to be used. Staff must not climb onto chairs, tables etc.

Only those persons who have been trained to use ladders safely may use them. Basic instruction is provided to all staff that use ladders / stepladders using HSE guidance document *Safe use of ladders and stepladders*, INDG455  
<http://www.hse.gov.uk/pubns/indg455.htm>

Formal training on work at height, use of ladders, mobile tower scaffolds etc. will be provided where a significant risk is identified as part of an individual's role such as site staff, technicians and other.

The establishments nominated person(s) responsible for work at height is (are)  
**Site Team**

The nominated person(s) shall ensure:

- All work at height is properly planned and organised;
- The use of access equipment is restricted to authorised users;
- All those involved in work at height are trained and competent to do so;
- The risks from working at height are assessed and appropriate equipment selected;
- A register of access equipment is maintained and all equipment is regularly inspected and maintained;
- Any risks from fragile surfaces are properly controlled.

## Appendix

It is recommended that Health and Safety is a regular item on the agenda of either a full meeting of the governing/senior management body or an appropriate sub-committee of governors (e.g. premises, resources etc.).

Establishments will need to review and amend where necessary their Health and Safety policy from time to time. It is recommended that a review be carried out annually.

Once completed the policy should be communicated to all staff (teaching and support staff) and be linked to the induction of all new staff.

### Further Information

For further information and guidance contact: Council Health and Safety Team:  
Tel: 020 8937 5438

[DfE health and Safety advice for schools](#) – Annex A contains key elements of a H&S